United States Court of Appeals
for the Second Circuit

APPENDIX

NO. 77-4081

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United States Court of Appeals

FOR THE SECOND CIRCUIT

NATIONAL LABOR RELATIONS BOARD,
Petitioner,

and

LOCAL 107, INTERNATIONAL LADIES'
GARMENT WORKERS' UNION, AFL-CIO,
Intervenor,

v.

SOLBORO KNITTING MILLS, INC.,
Respondent.

ON APPLICATION FOR ENFORCEMENT OF AN ORDER OF
THE NATIONAL LABOR RELATIONS BOARD

VOLUME I

APPENDIX

Pages 1-362

UNITED STATES COURT OF APPEALS
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SECOND CIRCUIT

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National Labor Relations Board.
Washington, D.C. 20570.

PAGINATION AS IN ORIGINAL

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JD-740-75
Brooklyn, NY

Dec 30, 75

UNITED STATES OF AMERICA
BEFORE THE NATIONAL LABOR RELATIONS BOARD
DIVISION OF JUDGES

SOLBORO KNITTING MILLS, INC.

Respondent

and

Case Nos. 29-CA-4058
29-CA-4571

LOCAL 107, INTERNATIONAL LADIES'
GARMENT WORKERS' UNION, AFL-CIO

Charging Party

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DECISION

Statement of the Case

IRVING M. HERMAN, Administrative Law Judge: Case No. 4058 was tried before me on February 18, 19, 20, 21 and 27, 1975, 1/ at Brooklyn, New York. Upon a charge filed by Local 107, International Ladies' Garment Workers Union, AFL-CIO (herein called the Union) on October 21, 1974, amended October 24, and duly served upon Respondent, complaint issued January 6, 1975, alleging in substance that Respondent violated Section 8(a)(1) of the National Labor Relations Act, as amended (29 U.S.C. Sec. 151 et seq.), herein called the Act, by interrogation, threats and promises of benefits concerning its employees' union activities, and the circulation of a petition of defection from the Union; that Respondent violated Section 8(a)(3) of the Act by the layoffs of certain employees for their union activities; and that the seriousness of such violations necessitated a bargaining order as a remedy therefor. On October 9, 1975, while this case was pending decision, and in the absence of objection, I granted the General Counsel's motion that it be consolidated with No. 4571, in which complaint issued September 29, 1975, based upon a charge filed by the Union on September 11 and duly served upon Respondent the same day, alleging that Respondent violated

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1/ All dates herein, unless otherwise stated, are in 1974.

Section 8(a)(3) and (4) of the Act by refusing to recall or reemploy the aforesaid laid-off employees because of their union activities and because they had given testimony in No. 4058; and I simultaneously granted the further request in the motion for the reopening of the hearing. Additional testimony was accordingly taken on October 14.

Upon the entire record, 2/ including my observation of the witnesses, and after due consideration of the briefs filed on behalf of all parties, 3/ I make the following:

Findings and Conclusions

I. Respondent's Business

The complaint alleges, the answer admits, and I find that Respondent maintains its principal office and place of business at 15 Pond Road, Oakdale, New York, where it is engaged in contracting for the manufacture of knitted sweaters and related products; that during its fiscal year immediately preceding issuance of the complaint, a representative period, Respondent sold

---

2/ The following corrections of the typewritten transcript of testimony are hereby ordered in the interests of clarity on the basis of my notes and common sense:

(1) February hearing:

Page	Line	From	To
40	18	I	she
56	7	Mr.	Mrs.
133	19	6th	3rd
133	19	working	walking
134	12	it Tuesday."	Tuesday."
158	1	with	were
231	16	225	$2.25
410	20	Q	Judge Herman
486	10	independent	innocent
522	2	know. What she was	know what she was
560	17	here	her
756	6	floor lady	forelady
769	1	coor	door
778	23	I',	I'm
784	23	fore-	floor-
785	22	resumed	assumed
1007	9	five	eight
1083	1	floorlady	forelady
1083	2	floorlady	forelady
1083	7	floorlady	forelady

(2) October hearing:

16	15	Mr.	Mrs.
71	14-15	Merrow Machines, four Seaman Mausers, some frame (phonetic) and Singer single neddle	merrowing machines for seaming, Mausers for trims, and Singer single needle.

3/ The General Counsel filed no brief following the October hearing.

services valued in excess of $50,000 to business enterprsies in New York, each of which enterprises annually produces or sells goods valued in excess of $50,000 which it ships directly to other states; and that Respondnet is an employer engaged in commerce within the meaning of Section 2(2), (6) and (7) of the Act.

II. The Labor Organization Involved

The complaint alleges, the answer admits, and I find that the Union is a labor organization within the meaning of Section 2(5) of the Act.

III. The Unfair Labor Practices

A. The Facts

1. Background

Respondent's business is seasonal, involving layoffs every fall and sometimes in the spring. The time of the layoff varies from year to year. Though signalled by the shutting down of the knitting machines, 4/ the interval between such shutdown and the beginning of the lyaoff extends from about 2 weeks to a longer period 5/ depending on the backlog of knit goods. Similarly of uncertain duration is the time lag between the onset of the layoff and the point when it becomes complete. 6/ Respondent's orders from the jobbers to whom it supplies its manufacturing services in the fall of

---

4/ At the time of the layoff, as in its prior experience, Respondent had four such machines, one of which apparently continued even during the layoff period for the production of samples for the next season.

5/ The period could be as long as "a month or two or more," according to O'Connell, the forelady-in-training.

6/ In the two fall layoffs immediately prior to the instant one, the payroll records reveal the following:

	1972			1973	
Wk. ending	No. of employees	Total Hours	Wk. ending	No. of employees	Total Hours
11/4	19	787-1/2	8/4	14	520
11/11	19	793	8/11	14	508-1/2
11/18	19	803-1/2	8/18	14	527
11/25	18	531 (No work Friday after Thanksgiving)	8/25	14	527-1/2
12/2	18	672-1/2	9/1	14	494
12/9	16	497-1/2	9/8	12	410
12/16	14	395-1/4	9/15	12	397
12/23	14	379	9/22	12	415-1/2
12/30	-	-	9/29	12	271-1/2 (No work on 2 days of Jewish New Year)
			10/6	12	436-1/2
			10/13	12	409
			10/20	10	304
			10/27	8	234-1/2
			11/3	10	340-1/2
			11/10	8	190
			11/17	-	-

1974 totaled about 2500 dozen sweaters. Slightly over 1000 dozen of these were ordered by Sweater Bee, all but 88 dozen of which were of styles 1995 and 1996. 7/ On Monday, September 30, Respondent received from Sweater Bee a mailgram dispatched the previous Friday evening canceling its order in respect to the remaining 130-140 dozen of such styles "due to late delivery."

2. Organization of the employees and request for recognition

On July 22, Grace Rugolo, a union member for 13 years, who had previously applied for employment to Respondent's secretary-treasurer, Mrs. Harkavy (also known as Mrs. Murray), and disclosed her membership in the Union, received a call from Mrs. Harkavy who offered her a job. Rugolo said she would have to "check it out" with the Union to see if she could work in a nonunion shop. She called the Local and was told by Gaspar Sciacca, 8/ an organizer, to go ahead. He added that if the other employees were interested in a union she should get their names and addresses so that he could discuss the matter with them. She reported for work later that morning and was hired by Mrs. Harkavy.

From her first day at lunch with the other employees, Rugolo testified, she heard daily complaints about the working conditions. She commented that if they were dissatisfied they should do something about it. After some time she mentioned the Union, and the employees agreed to "form a group and stick together," so she called Clara Rhatigan, a business agent for the Union, who referred her to Sciacca. Sciacca and Rhatigan visited Rugolo's home on July 31. She signed an authorization card at that time and furnished some employees' names and addresses to Sciacca who later signed up Carmen Gonzales (August 6), Ana Nemec who was recommended by Gonzales (August 9), Josephine O'Connell (October 1), Carmela Cacoperdo (October 3), Donna Moravec (October 3), Joyce Brown (October 3), and Mary White (October 3). Rhatigan signed up Margaret Passannante on October 3. 9/

On October 4, at about 8:30 a.m., Sciacca and Rhatigan visited Respondent's plant. Mrs. Harkavy was present with her husband who is president and vice president of Respondent. They were having breakfast at the time. Sciacca identified himself, claimed to represent a majority of Respondent's employees 10/ and offered to prove it. Mr. Harkavy pointed out that his breakfast was being disturbed, stated that he does not see anyone without an appointment, and told Sciacca to either make an appointment or to send him a letter. The union representatives thereupon returned to their office, and Sciacca promptly sent the following mailgram to Respondent:

7/ Respondent's other principal customers were Spuncraft Knitting Mills and Penrose Knitwear.

8/ Sometimes referred to in the record as Gaby or Gabe or Gave.

9/ The card-signers numbered 9 of the 13 employees stipulated to constitute the bargaining unit.

10/ The record is not clear as to whether the precise term used by Sciacca was "the girls," "the workers" or "the production workers." Mr. Harkavy testified, however, that Respondent employs no "other employees aside from production employees."

> CONFIRMING OUR VISIT TODAY REPEAT THE MAN FOR RECOGNITION AS COLLECTIVE BARGINING [sic] AGENT FOR SOLBORO KNITTING MILLS INCORPORATED WORKERS WE ARE PREPARED TO PROVE OUR MAJORITY STATUS THIS IS A CONTINEOUS [sic] DEMAND

The Union never received a reply.

3. 8(a)(1)

a. Post-demand events of October 4

Ana Nemec testified that about 30-45 minutes after Sciacca left the plant on October 4, Mrs. Harkavy approached her at her workplace and asked to see her in the office. When Nemec reported to the office, Mr. Harkavy was also present. Mrs. Harkavy told Nemec she had heard rumors about the Union and asked if Nemec knew about it and why she had not told her. Nemec replied she had not intended to tell because she favored the Union too. Mrs. Harkavy inquired whether she had signed a card, and she acknowledged she had. Mrs. Harkavy asked who else was for the Union and had signed a card, and Nemec said she had heard that everyone had but that she had not actually seen them sign, so she really did not know. Mrs. Harkavy told her, "Don't mention this to anyone." Later that day, at lunch, the other girls asked Nemec what had happened in the office, and Nemec told them that Mrs. Harkavy "just wanted to know what's going on." Mrs. Harkavy's version of this incident was that when Nemec came to the office she said, "I gather you want to see me about the Union," to which Mrs. Harkavy replied, "Yes, what is going on?" and Nemec said, "I have signed up. Mrs. Murray, you are too late. We have all signed up and I will no longer go into any further discussion about that." Mr. Harkavy did not testify on this.

Following the Nemec incident, according to Carmela Cacoperdo's direct examination, Mrs. Harkavy came over to the employees and asked, "You girls want the Union?" No one answered, and Mrs. Harkavy said, "I see you girls don't want your jobs." On cross, Cacoperdo testified as follows in this connection:

> Q. You testified that sometime in the morning after the union had come in to see Mr. and Mrs. Harkavy, that Mrs. Harkavy came out and said something--this was your quote--'I see you girls don't want your jobs.'
> A. Right.
>
> Q. Did she say anything about the union?
> A. No.

Mrs. Harkavy testified on direct that apart from her conversation with Nemec and a subsequent conversation with Grace Rugolo she had no conversation with any other employee about the Union; but that at least a week before October 4, when Cacoperdo refused to obey an order transmitted through O'Connell, Mrs. Harkavy told Cacoperdo, "Millie, you keep telling me you want the job and here I am telling you what to do and you're refusing it." On cross, however, she testified as follows:

Q. (By Mr. Weinrich) Isn't it true that you threatened to discharge Cacaperdo for failing to carry out an instruction related to her by Josephine O'Connell?

A. I beg your pardon. I did not threaten Carmela Cacaperdo. It had to be a week or so prior, before Mr. Sciacca happened to walk into our place. It had--and I had reprimanded Carmela, equally Julia Delfino, for covering up the work that Mary White or anyone in the plant, new people who are working on garments, which they did not relate to me and I was very disturbed by the fact.

I said, 'You girls don't seem to want you job if you are going to cover up the work, that is, that it should not be covered up,' and, therefore, I felt that it is equally an interest for themselves to hold on and not to cover that Mary White does not do perfect work or someone else in the plant, but it should be brought to my attention, and, thereafter, they brought it to my attention daily to make sure that I have it and see it.

Q. Wasn't it your earlier testimony that your conversation to Mrs. Cacaperdo concerning the statement, 'Do you want you job,' came as a result of an argument between Mrs. Cacaperdo and Josephine O'Connell, where Mrs. Cacaperdo refused to carry out an instruction given her by Josephine O'Connell?

A. My, my testimony earlier is correct that I said that Josephine O'Connell and Cacaperdo had some disagreement, which I am unaware of what the disagreements are, but they came to me, Josephine, and she said--I asked specifically to drop a particular work and go on, 'Tell Millie Cacaperdo to do that first.' She came back to me and says, 'Millie refuses to take instructions from me.'

I says, 'You tell her that I said so, and if I said so, she will perform that,' which had nothing to do what you are relating to now.

While some of the employees were lunching later that day at the rear of the plant, Mr. Harkavy approached them, calling all the other employees to the rear also so he could address the entire shop. Mrs. Harkavy attended as well. Mary White testified that Mr. Harkavy mentioned the Union's visit and that he stated he had called his lawyer who informed him that Respondent had lost $1500 that fiscal year (ending September 30), business was very poor and he could not afford increased wages, and in effect that "if we persisted, he would have to close the doors." Asked if he had mentioned the subject of the persistence, White testified she could not "recall if he mentioned the union" in that context but that "he did say he would close the shop" and that she at least inferred that "if we persisted in wanting the union to represent us, that he would have to close the door." Cacoperdo's testimony was that Harkavy said "he's losing a lot of money and why we girls want the union or he'll have to close down the plant."

Joyce Brown's recollection was that Harkavy said he knew some of the girls had joined the Union and he wanted the employees to know that he had been informed by his accountant that Respondent had lost $1500, "and if this continues there will be no more Solboro." 11/ Asked on cross-examination whether Harkavy had said "that he didn't want [the employees] to be in the union," Carmen Gonzales answered negatively, but she also testified that Harkavy said that he understood the girls wanted to join the Union but things were very slow, his accountant had just told him Respondent had lost $15,000, "and he just couldn't afford it right now, he said. 'Think it over,' he said, because things were bad. Otherwise he will have to close." According to Grace Rugolo, Harkavy said the Union had come in to see him that morning, that he had lost $15,000 for the year and had some cancellations "and he couldn't possibly afford a union, and if we did go union he would have to close shop. And his last words were, 'Think it over.'"

Testifying for Respondent, Josephine O'Connell's account of the speech commenced as follows:

> A. Well, he called us to the back room and gave a statement in regard that he had lost about $15,000 in past orders and that he understood that the girls were looking to have a union in the shop.
>
> Q. Did he say he could not afford the added expense of a union?
> A. He did say financially it would be a burden to him.
>
> Q. Did he leave it up to the girls to decide which way it would be and if they decided for the union then he would have to close the shop?
> A. He said it was up to the girls to decide what they want but if things got too bad he would have to close the shop.
>
> Q. Did he say if they decided for the union then he would have to close the shop?
> A. Not in those words.

After being confronted with the statement she gave the Board agent during the investigation, O'Connell continued as follows:

> Q. And did you make a statement, 'He said business was very slow?'
> A. Yes.

11/ She added that Harkavy concluded by saying, "You girls do what you wish," which she had not attributed to Harkavy in her statement to the Board agent during the investigation.

Q. When you said 'he,' who are you talking about?
A. Mr. Murray.

Q. Did you say, 'And very bad and the company could not afford added expense of having a union in the shop?'
A. Yes.
He said words to that effect.

Q. And that was your recollection?
A. Yes.

Q. Was it also your recollection that he said that 'his accountant said he had lost about $15,000 because of cancelled orders, he left it up to the girls to decide which it would be, and that if they decided for the union he would have to close the shop?'
A. Yes, I made that statement.

Q. Are you now saying Mr. Harkavy did not say that he would have to close the shop if you decide to go for the union?
A. He did say he would have to close the shop but he did it in the same way, if the union came in or didn't come in.

Q. You told that to Mr. Clark?
A. Yes.
That is what I understood.

Q. Did you attribute the statement to Mr. Harkavy?
A. Yes.

JUDGE HERMAN: And now your testimony is your recollection is you understood that that is what Mr. Harkavy meant?

THE WITNESS: Right.

Q. If I asked you the question you can only tell me what you understand he said?
A. That's right.

Q. Has your understanding changed from the time you gave the statement to Mr. Clark?
A. Well, to the fact that I don't exactly remember him saying that exact words that if the union came in.

Harkavy's own testimony was:

Q. Now, do you recollect with as much precision as you can what you said to the people?
A. I believe I started off saying that I wanted to take a few minutes of their time, and, as I understand, that some people here would like to

be represented by the Union, and I said, 'I don't know if you're aware of the economic situation of the company, of the industry in general.' and I brought out the fact that, or the known fact to me, at least, that expenses would be rising due to Union benefits and that we had been, we had just lost a major order, having cancellation from Sweater Bee, which everyone knew is one of the major items of our line.

I had been informed by my accountant just the previous Wednesday that the company had lost $15,000 for the fiscal year, and that the general market conditions were that the Hong Kong was extremely active, and that the general market conditions were that the Hong Kong was extremely active, the buyers were doing a lot of buying in Hong Kong and neglecting the domestic market; that, in general, the customers were very, very hesitant about giving orders and were very tight about their delivery schedules, and that I didn't see how Solboro, if all these economic conditions persisted, I didn't see how Solboro could survive this kind of economic situation, and that was generally the whole basis of the statement.

Q. Were all of the remarks, remarks you made to the people at the rear of the shop?
A. Yes, they were all there.

THE WITNESS: Your Honor, may I add something to the statement I did make concerning my speech?

JUDGE HERMAN: Yes.

THE WITNESS: I did say to the girls that this is their decision as to which way they'd like to decide, but I would like to make them aware of what, what the general condition of the company was and what the industry was suffering.

Q. (By Mr. Scher) You made that statement to them, as well?
A. Yes, that was the end of the little talk that I gave.

Q. Can you remember precisely what language you used when you said that?
A. I said, 'This is America and you are free to, you know, vote any way you like, but that the general economic condition, situation of the country and Solboro is a situation--I don't know how we can survive added economic expenses.'

b. O'Connell's letter of withdrawal

Mrs. Harkavy has been training O'Connell to be a forelady. According to Cacoperdo, "all [the employees] thought she was a forelady" until informed otherwise by Mrs. Harkavy. O'Connell, who is paid on an hourly basis, relays Mrs. Harkavy's instructions and directions to the other employees. Mrs. Harkavy denied that this includes any instructions concerning jobs other than what O'Connell "herself knew how to do already," i.e., jobs on which "she was able to instruct them." Nevertheless, since around the beginning of 1973 O'Connell has been learning the operations of the various machines, and it has been her function to give out the work, concerning which she testified as follows:

> Q. What function did you serve in the company in, as you called it, giving out work? How would this come about on a daily basis?
>
> A. Well, Mrs. Murray would each morning, give me a list of what work had to be done, who was to receive it, and I would proceed from there to give out the work to which every person she said to give it to.
>
> Q. And did Mrs. Murray keep a log?
>
> A. Not a written log. I kept all the books as to what work was in boxes to be given out and she in turn would tell me which orders to give out and to who.
>
> Q. And when you would go to the place each day what would you say to them as far as work that they were to do?
>
> A. Well, I just said, 'Mrs. Murray said to work on this lot and here's your work.'
>
> Or if it was some other work, then I would say, 'Mrs. Murray said you are to separate,' or 'Mrs. Murray said you are to trim this,' dependong [sic] on who I was saying it to.

O'Connell also testified that when Mrs. Harkavy wants an employee to move from one machine to another, she relays such an order too. If the employees have any question about the work, according to O'Connell's further testimony, they call her and ask her to get Mrs. Harkavy to answer their questions. On the few occasions when Mrs. Harkavy is away from the plant, O'Connell testified and Mrs. Harkavy substantially confirmed, a work list is left with her, and if any problem arises she consults Mr. Harkavy who is always present in Mrs. Harkavy's absence. O'Connell admitted, however, that in her statement to the Board agent during the investigation of the case she said, "if the boss is out for a day or for part of a day then I will have supervision or direction of the shop," 12/ and "I will hand out work to those workers needing work, answering workers' questions if I can and seeing that all workers have work."

On Saturday, October 5, O'Connell sent Sciacca the following letter signed by her, Cacoperdo, Moravec and Nemec:

> We the undersigned have discussed your offer and have decided to withdraw our signatures.
>
> We do not wish to be represented by the International Ladies Garment Workers Union.

O'Connell testified on direct examination that she told her husband that after signing her union authorization card she had learned at work that Sciacca had misrepresented the facts in soliciting her signature by telling her that everyone else had signed up; 13/ that her husband advised her to withdraw her card if she felt she had done wrong, so they composed the letter; and that she telephoned Cacoperdo, Moravec and Nemec, told them what she was doing and asked them to join her if they agreed that they did not want the Union; that they said they would sign the letter and she took it around to each one's house for that purpose. 14/ She denied discussing the matter with Mr. or Mrs. Harkavy beforehand, but testified she did give Mrs. Harkavy a copy right after starting work the following Monday, saying "this is a copy of the letter that I sent withdrawing our signatures from the union." 15/

On cross, O'Connell admitted that the statement she gave the Board agent during the investigation made no mention of any misrepresentation by Sciacca concerning her being the last person to sign a card and that in that statement she had simply said she had changed her mind about the Union because "the boss said she had changed her mind about the Union because "the boss had been very good to [her]." 16/ She testified, however, that she felt Sciacca had misrepresented himself because "I was not told when

---

12/ She meant by that that her directions were "To give directions outright."

13/ O'Connell's husband, who was present when she signed the card at her home, did not testify. Sciacca's testimony of the circumstances under which she signed the card makes no reference to any such representation. He testified, however, without contradiction, that after O'Connell signed she asked him whether he had visited Cacoperdo yet, and when he said no, she told him that Cacoperdo, whom she drove to work every day, lived just around the corner and explained how to get to her house. Cacoperdo testified, in agreement with Sciacca, that she did not sign up that night (October 1) but did sign on the night of October 3 when Sciacca appeared again. She testified further that his second appearance was at her request after O'Connell had told her on October 2 of her signing the previous evening and Cacoperdo's responding, "well, if everybody signed a card, I might as well, too, because I don't want to be the outsider.

14/ O'Connell testified she "only went to the girls who were the longest employed there" and "did not try to obtain the signatures of the more newly-hired employees."

15/ Mrs. Harkavy testified that O'Connell said nothing on that occasion.

16/ Nemec testified that this was the reason O'Connell had given her in soliciting her signature on the letter. None of the testimony of any of the co-signers adverts to any comment by O'Connell concerning misrepresentation of any kind by Sciacca.

he came to the house that he was a union delegate. He threw me when he came in. I did not expect him." Her testimony on direct examination in this connection had been as follows:

> Q. Do you recall the circumstances under which
> you signed the card?
> A. Yes.
> Gabe came to my house.
>
> Q. Mr. Sciacca?
> A. Yes.
>
> Q. Did you have a conversation with him?
> A. Yes.
>
> Q. What did he say to you and what did you say to him?
> A. Well, I believe he thought I was expecting him but
> I was not.
>
> I was expecting someone else and when I opened the coor [sic] I just saw a gentleman and I thought it was the other gentleman but I did ask him into the house.

O'Connell testified further on cross that she had told her co-signers on Sunday that she would give a copy of the letter to Mrs. Harkavy on Monday.

Moravec testified that O'Connell called her on October 6 and cautioned her against telling anybody about the letter. Rugolo testified that Moravec told her about the letter on October 7 so she asked O'Connell why she had not been given the letter to sign, and O'Connell denied any knowledge of the entire matter except to say that she had written a letter just for herself.

c. O'Connell's alleged promises to Moravec and Cacoperdo

Moravec testified that O'Connell told her in the telephone conversation of October 6 that there was going to be a layoff but that since she had signed the letter she had nothing to worry about and that when the plant got busy she would get a raise. O'Connell denied this in substnace. Cacoperdo testified that on October 7, while driving O'Connell to work, O'Connell told her that Mrs. Harkavy would take care of her when work improved. On examination by Respondent's counsel, Cacoperdo expanded the statement to "we'll be taken care of, that we'll always have a job and we'll get a raise." While denying that O'Connell had said Mrs. Harkavy had told her to say that, Cacoperdo testified, "I guess Mrs. [Harkavy] must have told her." O'Connell's version of this conversation was:

> We were driving home from work. Millie was upset about the union coming in.
>
> She did not know what would happen and we were discussing things were getting slow.
>
> And she said what will happen to us old timers afterwards.

> And I said, usually the old timers come back first to work and like always when the season starts the old timers are always taken care of.
>
> Mr. Murray always takes care of us in the way of a raise.
>
> It's been the policy to get a raise in the beginning of the season even if it is not much.
>
> Q. Did you say that to her?
> A. Yes.

Mrs. Harkavy testified that she never told O'Connell to "tell any employee that [she] would take care of them when they returned to work." She also testified that wage raises are usually given at the beginning of each season, quite apart from merit increases. The payroll records in evidence confirm the giving of general seasonal increases.

d. The alleged interrogation of Nemec on October 7

About a half-hour after the start of work on October 7, Mrs. Harkavy approached Nemec at her machine. According to Nemec, Mrs. Harkavy asked if she had signed the letter that O'Connell had written, Nemec answered affirmatively, and Mrs. Harkavy said that perhaps Nemec had made the right decision and walked away. Mrs. Harkavy's testimony was that Nemec called her over to the machine and asked her whether she saw that Nemec had signed the letter and she responded affirmatively, adding "I hope you made the right decision" or "You made the right decision." Mrs. Harkavy testified further on direct examination that she "was kind of taken by surprise" by Nemec's question. On cross, however, she testified that she "was taken by surprise" and "by shock" by seeing Nemec's signature in view of what Nemec told her the previous Friday.

e. The alleged threats

On October 7, according to Moravec, O'Connell told her not to "let them talk [her] out of anything" and "if you change your mind and go back with the union you will be canned with the rest of them." O'Connell denied ever making any statement like the latter to any employee.17/

Also on October 7, and again later that month, according to Cacoperdo, Mrs. Harkavy told her not to "let anybody try to talk [her] into anything," and on the 7th O'Connell told her that Mrs. Harkavy was not taking any more orders "until everything is straightened out with the union." On cross, she testified as follows in this connection:

17/ Moravec testified that before she signed her union card O'Connell asked her if she had signed and, when she said no, told her to "go ahead and sign it." O'Connell's version was that Moravec told her Sciacca had given her a card and she did not know what to do, so O'Connell told her to sign it. In her statement during the investigation O'Connell had said she told Moravec to make up her own mind about signing the card.

Q. Well, did she tell you that Mrs. Harkavy told me to tell you that she would not take anymore orders or did she just--
A. No.

Q. --make the statement on her own?
A. Mrs. Murray told her.

Q. What exactly did Mrs. O'Connell tell you?
A. About that?

Q. Right.
A. She said Mrs. Murray would not take no more orders until everything is straightened out.

Q. But she didn't say to you that Mrs. Murray told her to tell that to you, did she?
A. No.

Q. And she didn't say that that was her instruction to tell you that, did she?
A. No.

Cacoperdo testified further on direct that once after the Union's visit on October 4 O'Connell told her that if the Union got in Mrs. Harkavy would close the shop. On cross, she agreed that in her statement during the investigation she had phrased this as "[Mrs. Harkavy] would rather close the shop then have the union in." Her testimony then continued as follows:

Q. Now, with relation to that statement that you just testified that Mrs. O'Connell made to you, namely, that Mrs. O'Connell said to you she would rather close the shop than have the union in, she did not say to you, did she, that Mrs. Harkavy told her that she would rather close the shop than have the union in, did she?
Is that confusing? Do you want me to repeat it?
A. No, no, you don't have to repeat it.

She said that Mrs. Murray had said it, yes. Let me remember because I'm all confused now, I'm so confused.

Repeat that again, please.

Q. All right.

To go back to the testimony that you gave just before we had the break--

A. Right.

Q. --you remembered as being an accurate statement that Mrs. O'Connell had said to you in the car on one of those trips--and I quoted from your affidavit, 'She would rather close the shop than have the union in.'

Now, she did not say to you, did she, that Mrs. Harkavy told me that she would rather close--

A. No.

Q. --the shop?
A. No.

Q. All right.

She did not say to you, 'Mrs. Harkavy told me to tell you that she would rather close the shop than have the union in,' did she?

A. No.

O'Connell testified on direct as follows concerning Cacoperdo's testimony:

Q. Did you ever make a statement to her that the company was not taking any more orders until everything is straightened out with the union?
A. Not that exact statement, no.

Q. Did you say something like it?
A. I said there are no orders coming in, that's why we were getting slow and chances are there would be no orders until the start of the new season.

Q. Did the subject of the union come up at that point?
A. I don't believe so.

Q. Did you say anything concerning--with the phrase 'straightening out with the union' coming up at that time?
A. Well, I said eventually I guess things will be straightened out with the union and it won't matter which way, when the orders come in we'll come back to work.

Q. Did you ever say anything to Carmela, Millie Cacoperdo, to the effect that the company would close up if the union gets in?
A. Well, we were discussing the union another day driving home and she was wondering what the viewpoint was.

My viewpoint was--I said listen, as far as I'm concerned, I think Mrs. Murray would rather close, and that was the extent of the conversation.

And Millie did say something, I hope she doesn't close because I have no other place to go to work.

Q. Did you tell her that Mrs. Murray said that she would close the shop?
A. No, I did not.

On cross, in respect to the statement about closing the shop, she testified:

Q. You did tell Mrs. Cacoperdo that you thought Mrs. Harkavy would rather close the shop?
A. Yes.

Q. Than let the union in?
A. I don't think I said it that way. 18/

Mrs. Harkavy denied ever telling O'Connell that she would close the plant rather than have a union or to tell that to any employee. However, she did testify as follows:

Q. Well, over the course of time that Josephine O'Connell has worked for the company, have you had conversations with her in which you have offered your opinion to her on how you feel about a Union in the shop?
A. Not to my knowledge did I offer any opinion whatsoever, none whatsoever that I can recall.

If she formulates her own, I can't help it. The only opinion that I recall expressing this, but at one time--and this goes back, I would say, about two or three years ago--this has been that my feeling is that it's too small a place to be organized, and this had come to me that the older people who were in our plant felt that way about it, that we are, too.

And O'Connell added that Mrs. Harkavy had said that "she would like to keep it on a family basis." She continued:

Q. But you have come to understand that Mrs. Harkavy believed the shop is not big enough to hold a union?
A. Well, she felt unions are good in other shops but she didn't feel in our shop.

Q. Did you ever make the statement, 'I have come to understand the bosses believe the shop is not big enough to hold a union'?
A. Yes, I did.

Q. Can you recall any specific time Mrs. Harkavy told you that?
A. There was no specific time.

Q. Were any other employees present when Mrs. Harkavy said that?
A. I believe there was sometimes.

18/ O'Connell testified that at the time she signed her union card she told Sciacca that she thought Mrs. Harkavy "probably would close down the shop because it was too small for a union." General Counsel makes no contention as to this statement to Sciacca.

Q. You were asked if Mrs. Harkavy told you that she would close down the shop if the union came in.
A. She never said in those words.
She never made the statement.

Q. What words did she say?
A. It was just my viewpoint that I got from talking with her.

f. The events of October 8

At about 7:30 on the morning of October 8, Sciacca and Rhatigan, joined by Rugolo, Moravec, Brown, White and Passannante, stationed themselves at the driveways to the plant to distribute leaflets and buttons to the employees entering. When the Harkavys arrived, according to Sciacca, he said "Good morning," Harkavy, said, "Well, don't you know you're on my property. Get the hell out," and Sciacca denied it was Respondent's property and dared him to call the police. The Harkavys then drove in. A few minutes before 8 o'clock the employees engaged in this activity reported in for work, except for Passannante and White, who had already been laid off, and who returned home. Rhatigan's testimony has Harkavy saying, "Get off my property." After the girls had come in, wearing their buttons Mrs. Harkavy asked Rugolo if that was legal and Rugolo said it was. Mrs. Harkavy continued to complain about such things in her "house" or "home" or "place," but her husband told her to leave Rugolo alone, and they walked away. Moravec had her button on her blouse under her coat. She testified that after she entered, Mrs. Harkavy said "You are inside now. You can take off your coat," and that Mrs. Harkavy had never told her to do that before. Mrs. Harkavy denied the incident occurred.

g. Subsequent alleged misconduct

Rugolo was laid off October 8. On October 10, she returned to the plant to get her paycheck and proceeded to join the other employees who were lunching at the rear. Mr. Harkavy objected to her presence and an argument ensued. Later, Gonzales was called into the office and was asked to sign a paper recording that occurrence and she demurred. Then, according to Gonzales, Mrs. Harkavy "started talking about what was being with the union and the girls. And then she asked me if I was a union member." Gonzales said, "No. I signed the card just like the other girls. I'm not a union member now." Mrs. Harkavy asked her what Rugolo "was trying to accomplish. I told her I didn't know what she was trying to do." 19/

Gonzales admitted on cross that in their office conversation Mrs. Harkavy said:

19/ Gonzales eventually signed the paper, as had Eve, O'Connell, Nemec, Delfino, Cacoperdo and Kilz, the knitter. The General Counsel raises no issue as to the signing but does allege as unlawful the interrogation of Gonzales by Mrs. Harkavy, as recited above.

> We do not hold it against you girls that you went with the union. We cannot afford the wages. We cannot compete with Hong Kong.

Mrs. Harkavy did not specifically deny Gonzales' testimony. However, Mr. Harkavy, on rebuttal denied that asked her any question about the Union.

General Counsel presented no evidence in his prima facie case to support his allegation that Mrs. Harkavy unlawfully interrogated Andrew Zimmerman. However, in cross-examining Mrs. Harkavy he elicited the following:

> THE WITNESS: I--Zimmerman came to me, I would say sometime after the 4th, which would be another three, four or five days after--I'm not certain exactly on the dates--approximately Monday, Tuesday or Wednesday, one of those days, and he said to me, 'What's happening here with the Union?
>
> And I said, 'Don't worry about it.' With that he said, 'Someone had contacted me,' and he tells--he did not release the name at first--he would like to see me, and that was the end of the conversation.
>
> The very next day he walked into my plant and he said a name. 'Mr. Gaspar Sciacca came to see me. I spent two hours with him in my house.' With that, I said, 'Andrew, you told me yesterday you were not interested in anything. How come you spend so much time with Mr. Sciacca?'
>
> And he answered me that he will speak from Hitler to Stalin, to anyone who will speak to him. Now, this is not the complete answer, full story. 20/

4. The layoffs

a. Passannante

Margaret Passannante started working for Respondent on September 16 as a Singer machine operator. 21/ She did not want fulltime work because of Social Security limitations, and chose Respondent's place because she knew the work to be seasonal. At the time of her hire, according to her testimony, she asked if her workday could end at 3:30 instead of 4:30. Mrs. Harkavy said she could do that only when the plant was slow. During her brief employment she worked till 4:30 except on the Monday of her last week. On Thursday of that week, at the end of the day, October 3, she told Mrs. Harkavy that she would be unable to report the following day because she had to be in

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20/ The complaint contains no allegation, and General Counsel's brief makes no contention, concerning the testimony of Cacoperdo that Mrs. Harkavy asked her in November, when she went to the plant to pick up her paycheck, whether anyone was "pressing" her "about the union."

21/ This operation appeared to come about midway in the production process.

court in connection with a case she had informed Mrs. Harkavy about when she was hired. Mrs. Harkavy said that that was all right and that she would see her Monday. Passannante then said that she became too tired working till 4:30 and would like to end her day at 3:30. Mrs. Harkavy said they would discuss it on Monday. When Passannante left on October 3, she testified on direct, she had about 3-4 hours of work remaining in her basket, and more work was being prepared but she did not know how much. On cross, she conceded she was unable to make a sound estimate of the time it would have taken her to complete the work in her basket. On Friday afternoon, Mrs. Harkavy phoned Passannante to say there would be no work for her on Monday, and that Passannante should call her Monday night to find out about Tuesday. When she called Monday, Mrs. Harkavy told her there would be no work on Tuesday but to call Tuesday concerning Wednesday. On Tuesday morning she joined the group distributing the buttons and leaflets. She called the plant that afternoon and was told to try again the next day, which she did, equally fruitlessly. She then went to the plant to get her paycheck, and Mr. Harkavy told her he did not know when there would be work, saying "We'll see when we straighten all this out." 22/ He told her she could apply for unemployment compensation and to "keep in touch." Passannante testified that she once expressed her prounion attitude during a luncheon discussion among the employees in the plant.

Both Rugolo and Gonzales testified that Mrs. Harkavy operated Passannante's machine after she left. Mrs. Harkavy's testimony, corroborated by her husband, was that Passannante, whose competence she appreciated, had completed her work by the time she left; that she was there only on a part-time basis to do such work as might be available; that she was not laid off but her work simply ran out, and she was to keep in touch to ascertain when more work would be available.

b. White

Mary White commenced working for Respondent on August 27. She was a sewing machine operator and handled three different machines around midway in the production process. 23/ She acknowledged that she indicated some prior experience on the merrow machine 24/ and asked to be allowed to try that work, but that she found that machine faster than the one she had been accustomed to and beyond her capacity. In her hiring interview, when it appeared that she had previously worked for a union shop, Mrs. Harkavy told her that Respondent's was "more like a family shop" "rather than a union shop" where the employee was "not a person [but] just a clock number." White said it did not matter, that all she wanted was a "steady, full-time position, which [Mrs. Harkavy] told her it was and they had very few layoffs." White did not join the Union immediately when contacted by Sciacca but first checked with the other employees to see what they were doing. Neither the Harkavys nor O'Connell was present during such discussion.

22/ Mr. Harkavy testified that Passannante said she "hope[d] things get straightened out" and that he merely joined in that hope. He "assumed . . . that she was referring to the union problem."

23/ The Mauser (which put the binding on), her primary job; labeling; and tacking or tatting (adding fur collars and cuffs).

24/ Which does the seaming and, in Mrs. Harkavy's words, "is the most complicated [and "the most intricate"] machine in our plant."

Just before or after lunch on Monday, October 7, Mrs. Harkavy shifted White from the Mauser machine to the labeling machine. At that time, she testified, she still had at least another day's work on the Mauser, but Mrs. Harkavy worked all afternoon on it. 25/ White completed the labeling work about 4 o'clock and asked Mrs. Harkavy what to do next. Mrs. Harkavy told her there was nothing more to do and that she should punch out and go home. Mrs. Harkavy added that all the work White had done that morning was bad and had to be redone. According to White, Mrs. Harkavy passed her bench and looked at her work quickly almost daily prior to October 7 and usually said it was "beautiful" or "very good." She further testified that on the morning of October 7 Mrs. Harkavy had examined her work on the Mauser machine and said it was "very good." But asked whether on that occasion Mrs. Harkavy had said "anything about your pulling the work too tight," White testified, "I don't recall, but I really and truly don't think she did." And she conceded that she was still learning that machine, that there were occasions when Mrs. Harkavy made such criticisms, and that she may have done so that morning at the same time that she praised her generally. White also testified that when Mrs. Harkavy replaced her she did not redo White's work but did new work. When she left on October 7, Mrs. Harkavy told her there was no more work for her at that time and to call next week to learn if there was some, but she estimated (while conceding "It is hard for me to judge") that there was "maybe about a day's work possibly" on the same style garment she had been working on. She also testified that she was not aware of any slowdown in the plant at that time although she could not recall if the knitting machines were still running; and as to whether new garments were being cut, she testified, "when you're working you don't observe all these things." She had been given no warning by the Harkavys of an impending layoff. White called Mrs. Harkavy about October 15 and about two or three times more but was told there was no work, they would have to await the return of the buyers from Hong Kong, and finally that if work became available Mrs. Harkavy would call her.

Nemec, who, according to Mrs. Harkavy, succeeded to the functions formerly performed by White, 26/ testified that she helped White sometimes when she had trouble on the labeling machine; that White could operate the machine only about half as fast as Nemec; and there was some work of White's that Nemec was supposed to fix but which she never got around to before her own layoff. Delfino testified that she received, for marking, the garments on which White had put the bindings and that she frequently found White's work defective and so reported to Mrs. Harkavy who had to do it over; that some such work done by White on her last day was redone by Mrs. Harkavy and some still remained as of the time of Delfino's layoff. O'Connell confirmed that quite a bit of White's work on October 7 was defective and was still awaiting redoing. Mrs. Harkavy's testimony was that White's work was generally unsatisfactory and she spent much of October 7 fixing work White had "ruined" the day before. She conceded on cross, however, that White was not laid off for incompetence.

25/ Mrs. Harkavy had never replaced her on the Mauser before.

26/ Gonzales testified that Mrs. Harkavy performed such functions.

c. Moravec

Donna Moravec's employment with Respondent started May 2. Her principal job was separating, which involved working on the material as it came from the knitting machines, but she also occasionally buttoned and trimmed finished garments. 27/ When first solicited by Sciacca she said she wanted to discuss the matter with the other girls, which she did before signing a card. Moravec testified that shortly before noon on October 8, she completed work on certain bone garments which had to be done that day, following which she started on some samples in accordance with instructions Mrs. Harkavy had given her earlier that morning. However, Mrs. Harkavy told her to stop work on the samples. 28/ At least a day's work on other bundles which had been brought to her earlier that day were taken away after a few minutes, O'Connell saying they had changed their minds and were not going to do that work. Moravec then went to Joyce Brown, as she usually did, to get a bundle on which Brown was putting buttons and button holes so that she could do the follow-up work of buttoning and trimming the garments. Mrs. Harkavy asked her "What's your trouble?" She replied that she had run out of work and was waiting for Brown's bundle. Mrs. Harkavy then said there was no more work and that she "might as well go home." Moravec called three or four times thereafter but was told there was no work and to keep in touch. On her second call, according to Moravec, Mrs. Harkavy asked her why she had changed her mind; she answered that the girls had been getting her so confused that she did not know what to do; Mrs. Harkavy then said something to the effect that if she did not sign anything she would not get anything, but Moravec did not know what she meant, and Mrs. Harkavy also said, "nobody is going to help you. You are alone," and "The girls have no right to push you around; you are an innocent bystander." In a subsequent conversation, Mrs. Harkavy said she might have work and to call back later that day, which she did, but Mrs. Harkavy, after checking, said "I don't think I really have enough work to bother with for you to come back for one day." Moravec also testified that when she went to the plant to get her paycheck she saw that the goods O'Connell had said they were not going to work on had been worked on. She recognized the goods by their colors-- blue, green and lavender.

27/ This latter work was part of the floor duties principally performed by Delfino who also was the only employee who marked the sweaters for the insertion of button holes. Delfino was about 10 days junior to Moravec but was not laid off until 2 weeks after Moravec.

28/ Moravec admitted on cross that finishing up the samples would have taken only 5-10 minutes.

Mrs. Harkavy testified that Moravec, although one of the more senior employees, would be one of the first to be laid off because apart from menial work she performed only one operation, i.e., separating, which was the first operation on the knit goods. 29/ She testified further that she should have laid Moravec off the night of October 7, which would have been the normal practice, because there was only about an hour's work that remained for the 8th; and that since she had permitted Moravec to come in on the 8th she made work for her by telling her, when she asked what to do at about 9 o'clock, to walk over and help some of the other girls until noon. According to Mrs. Harkavy, whatever separating work remained at the time of Moravec's layoff was minor and could be performed by more senior employees, particularly Cacoperdo. She also testified that the colors Moravec said she saw when she picked up her last paycheck could not have been in the shop while Moravec was still working because the samples in those colors were not made up until after her layoff.

d. Rugolo

Grace Rugolo began working for Respondent July 22 as a merrow machine operator. Her function was the first machine operation, coming right after the cutting. She had 13 years' experience, but on other types of machines. Mrs. Harkavy praised her work, however, according to Rugolo, giving her a 25-cent per hour raise only a week after her hire. 30/ On October 8, the day of the incident over her wearing the union button, she had a bin full of work in the morning, which she completed, but in the afternoon she was given only three or four dozen sweaters at a time. She testified, however, that unlike the day before when the work kept coming out, "everything sort of slowed down" on the 8th. She also testified that sometime that afternoon Mrs. Harkavy sat down at the machine next to hers to do some work and remarked, "I should have listened to Kay because Kay always hated you." 31/ Rugolo responded that if anybody hated anyone her workers hated her because she was a terrible boss. Mrs. Harkavy agreed. After a while, when she continued to get only a few dozen garments at a time, Rugolo commented, "I guess I'm going to be the next one to get laid off," and Mrs. Harkavy answered, "Now why do you say that? I have plenty of work for you." But about an hour later, after finishing a few more dozen, Mrs. Harkavy said there was no more work for her and "You can go home now and keep in touch." So she punched out at 3:30. According to Rugolo, more than one knitting machine was operating that day and there were goods on the cutting table that would have given her about another 2 hours' work. When she went back to get her paycheck she saw Mrs. Harkavy cutting goods of the type she had been working on.

29/ For this reason she insisted that Moravec "ha[d] to be" the first one laid off, but she ultimately acknowledged that she erred if the books showed White to have been laid off before Moravec, as they did. She nevertheless testified, after examining the records, that they were both laid off "the same day." As indicated, supra, she did not regard Passannante as a layoff but simply as one who had completed the particular work for which she had been hired.

30/ This brought her rate to $2.50 which matched Gonzales' and exceeded that of all the other employees except Kilz, the knitter, and Zimmerman, the presser.

31/ Kay had worked for Mrs. Harkavy for 27 years, according to Rugolo, and quit because she made only 10 cents an hour more than Rugolo and was unable to get a raise.

Mrs. Harkavy testified that she had two merrow operators at the time of Rugolo's layoff, the other being Gonzales who had seniority and who was much more competent at the work and also performed many other operations; 32/ that Rugolo was not able to do the merrowing work for the Spuncraft sweaters that remained at the time of her layoff and it would have taken too long to train her for that; 33/ and that Rugolo's 25-cent raise was not a merit increase but rather intended to give her confidence. Respondent's cutting book and orders show, however, that Rugolo had worked on Sweater Bee's most expensive garments whose labor costs exceeded those of the Spuncraft sweaters and which Mr. Harkavy called "much more expensive" and involving "more detail, there is more attention paid . . . [and] more critical work."

e. General

At the time of the layoff, the unit employees (i.e., all the employees in the plant) in order of seniority (so far as known) and their dates of hire and dates of layoff or other separation were as follows:

Name	Hired	Laid off or separated
Richard Kilz	Pre-'72	______________ 34/
Nemec	9/69	11/28
Cacoperdo	9/71	11/1
O'Connell	10/71	11/28
Moravec	5/2/74	10/8
Eve	5/2/74	11/5
Delfino	5/14/74	10/21
Gonzales	6/20/74	11/8
Rugolo	7/22/74	10/8
Zimmerman	8/9/74	10/25
Brown	9/3/74	10/25 (resigned)
White	8/27/74	10/7
Passannante	9/16/74	10/4 or 10/7

The order of production was generally as follows: Knitting (Richard Kilz), separating (Moravec), steaming and pressing (Zimmerman), cutting (O'Connell and Mrs. Harkavy), merrowing (Rugolo and Gonzales), Mausering (White), labeling and tacking (Nemec, White and Passannante), pockets (Passannante), marking (Delfino), buttons and button holes (Brown), cleaning and finishing (Cacoperdo, Moravec and Delfino), cuffs and collars (Brown, Nemec, O'Connell and Cacoperdo), pressing (Zimmerman), packing and shipping (Eve).

Gonzales' testimony indicated that a shortage of work did not develop until the last week in October. Nemec testified on direct that the work did not slow up until around the end of October but changed this on cross

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32/ Although Mrs. Harkavy testified that Gonzales was the only one other than Rugolo "doing the merrowing on October the 8th and 9th, 1974," the payroll records show Gonzales was absent on those days, and Mrs. Harkavy so conceded.

33/ This testimony came on cross-examination in response to the General Counsel's questioning the suddenness of Rugolo's layoff on October 8 in view of Gonzales' absence on that day and the next day.

34/ Knitter traditionally remains on payroll during general layoff.

to the end of September. However, she testified further on cross that the knitting machines did not stop until "toward the end of October," then "maybe the middle of October," then "they were just getting slow at [the] time [of the Union's visit on October 4]." then "they were just about finished" at that time. She also conceded having said in her statement during the investigation that her work was backing up during the last 2 weeks of October, and she was asked to work full days instead of the 6 hours she normally worked. Brown could recall no slowdown in production before the first layoff. Although she further testified that the knitting machines were running up to October 4 and thereafter "as far as [she] could see" she confessed that she was unable to tell whether it was more than one machine. Respondent's witness Delfino testified that she wanted to visit a sick brother some time in September but "we were busy" and "I didn't have time," so she chose to wait until the work slowed down; about the second week in October she decided to ask for time off but waited till the work slowed down "a little more," and she took off October 18.

O'Connell testified that except for the one knitting machine used for samples, the others were shut down by "the end of September," which she later qualified to "around the middle of September." She admitted on cross, however, that "there was enough work for everybody to keep busy in the shop" until receipt of the Sweater Bee cancellation on September 30; and, as indicated above (n. 5), that "sometimes" the knitting machines are shut down "for a month or two or more prior to a layoff." On redirect, she testified that she had not meant to say that until the cancellation there "was an excess amount [of work] but there was enough to keep everyone working to a great extent. They may not have worked a full day but enough to keep them working." Despite the cancellation, they continued the Sweater Bee work and completed it in November.

Mr. Harkavy testified that November 15 is usually the cutoff date for shipment of Christmas merchandise. In September and October of 1974 his customers were "running scared" because of cancellations by retailers. He had not received reorders which normally came in between August and October. By the second or third week in September, he testified, only one of the knitting machines was in operation, finishing off the Spuncraft order and for samples, and in October "the knitting machines almost ran exclusively for the production of sample garments." But "October was critical," according to his testimony. Following the Sweater Bee cancellation, which was the first he had ever experienced, he "was extremely worried about [other] cancellations," and therefore determined to meet Spuncraft's demand for final delivery by October 30, which he did. On cross, he testified as follows concerning the cancelled sweaters:

> Q. Is it correct that with the people [illegible] were present in your shop working on this sweater [illegible] they could not achieve delivery in the specified [illegible] although working a full week?
>
> A. Well, it's apparent. We were unable to effect delivery because we were not able to produce the merchandise on time.

> Q. So. would it also be correct that up until the cancellation of that order there was enough work for everybody in that shop to work full time?
>
> MR. SCHER: Objection, Your Honor.
>
> JUDGE HERMAN: Overruled.
>
> A. Up till the cancellation date, there was enough work for how long?
>
> Q. (By Mr. Weinrich) Up until that date?
> A. Yes, there was enough work to work full time.
>
> Q. How long would it have taken to complete the 135 dozen goods that were cancelled?
> A. Well, in conjunction with the other goods that we had in production, I would say it would take us until sometime in November.

He further testified, in answer to the question whether on October 4 "[t]here was [any] longer any rush to get the Sweater Bee orders out," that "We were trying to salvage our business, so it was up in the air as to whether we should follow through production or not . . . . We were trying to regain the--their commitment to accept the goods." On redirect, however, he testified that "once the sweater cancellation was received," "There was no pressure whatsoever" concerning production of those sweaters, which permitted Respondent to cut the staff to those who could perform multi-operations, which it in fact did, resulting in the completion of the work "by the end of November," when Nemec and O'Connell were the last to be laid off.

According to Mrs. Harkavy, the cancellation "was a major factor" in the layoff, and this gradual cutback meant giving the older employees "a full day's work." 35/ Her primary criterion in determining the order of

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35/ Between the last week in August and the completion of the layoff at the end of November the employment picture was as follows:

Wk. ending	No. of employees	Total hrs.
8/31	14	497-1/4
9/7	12	456
9/14	13	507
9/21	14	449-3/4 (shop closed 1 day for Jewish New Year)
9/28	14	456 (shop closed on Day of Atonement)
10/5	14	519-1/2
10/12	12	365
10/19	9	300-1/2
10/26	9	294-1/2
11/2	6	226
11/9	5	164
11/16	3	110
11/23	3	108
11/30	3	96

layoff is seniority, but because of the inexperience of the employees, competence and versatility also counted here as well as their position in the production line. 36/

5. The new knitting machinery

Between December 1974 and February 1975 Respondent installed a new type of knitting machinery which Mrs. Harkavy testified changed its operation "to a completely different structure of knitting," requiring more floor help and unskilled labor than formerly. She also testified on direct examination that since the resumption of production in May 1975 Respondent had not used the Singer single needle machines or the Mausers; 37/ and Respondent introduced into evidence a three-page article that had been published in the July 21, 1975, issue of Knitting Times, a trade magazine 38/ describing the new machinery and its function in the production process in Respondent's plant, as "corroborative of the testimony I am introducing here today, to the effect that the company's operation has changed, to the extent that there was no more Singer work, there was no more Mauser work, different kinds of work are called for, utilizing different styles." The magazine article, however, states, *inter alia*,

> In general, the sewing operation runs from sewing the sleeve and shoulder to sewing in the neck and closing the neck to completion of the garment. Merrowing machines are used for seaming, Mausers for trims, Singer or single-needle units for putting in pockets and the like, and buttonholers, button sewers and labelers for finishing the garments.

When asked about this apparent discrepancy on cross, Mrs. Harkavy testified in substance that she has various machines, including some not mentioned in the article, and indeed some that "do not even relate to the knitwear industry," for various special functions and styling, "if there is a need for them," and that "[t]he Singer machine is rarely used in our plant. There are occasions, depending on style"; 39/ but that in general the only sewing operation still performed is the merrowing and the only other machine still used is the labeling machine which is the "simplest" and is operated by floor help. And to General Counsel's suggestion that the new knitting machine only knits the fabric which "still has to be cut" and hence "has nothing to do with sewing together the pieces," she responded that it has an effect because the present concentration is more on the quality of the fabric than on the style of the garment.

36/ Nemec and O'Connell stressed seniority as usually controlling, although O'Connell also noted the other factors mentioned by Mrs. Harkavy.

37/ Although she went along on cross with the statement that Respondent had "used neither the Mauser or the merrow machine," I find this reference to the merrow to have been inadvertent in light of all the testimony.

38/ The official publication of the National Knitted Outerwear Association.

39/ Asked whether since the resumption of operations there have been employees "operating the type of machines formerly operated by Grace Rugolo, Margaret Passannante and Mary White," Mrs. Harkavy replied, "Not White."

6. The refusal to reemploy the alleged 8(a)(3)'s

Mrs. Harkavy admitted that Respondent began to "recall" laid-off employees in the week ending May 17, 1975, but later testified that while she "occasionally, but very seldom" initiates the process, the initiative usually lies with the employees themselves pursuant to her instruction at the time of the layoff to "keep in touch." In any event, Nemec and O'Connell returned on May 12, 40/ presser Philip Kilz on May 28, Cacoperdo on June 3, 41/ Eve on June 11, 42/ and Delfino on June 16 for floor help.

Respondent also placed newspaper advertisements in June, July, August and September, six of which are in evidence, the ones on June 6, 10, 12, 13 and 14 calling for "OPERATORS, MERROW, SINGER, FLOOR HELP, STEAMER"; and the one for September 26 reading "OPERATORS, FLOOR HELP, STEAMER. WILL TRAIN IF QUALIFIED." Mrs. Harkavy's explanation for advertising for Singer operators, in the face of her testimony that there was no Singer work, was that Respondent "overadvertised" because:

> For a Singer Machine, practically everyone knows what it indicates.
>
> If I just seek floor help by itself, we find that people will answer, floor waxers, and if I indicate just steamers by itself, they will be steamers but unrelated to us.
>
> So this will give us an indication, listing one or two machines, of people recognizing what kind of operation.
>
> It indicates, pertaining to the sewing type of operation, that is number one.
>
> Number two, many times we have a larger source and bigger flow of people and interview them on the phone, and it gives me a good indication whether this person is capable of doing multiple operation or just specific any one area.
>
> Many times people are experienced in Singer, it could be Merrow, any type of machine in the industry, but is capable of handling more than one operation.
>
> So that is why it is a guide for the public, to understand the ad.
>
> It is just clarification, what type of operation.

40/ Nemec as "operator, all phases of operation, every single machine in the plant she can operate"; O'Connell as "floor help plus learning to sew, sewing machines. Trained to learn certain operation on sewing machines, which is right now one single machine that she is learning."

41/ "Floor help, trimmer, separator and all other phases on the floor, whatever is essential to floor help."

42/ "Packer plus floor help."

* * * * *

Q. (By Mr. Scher) Can you explain what you mean when you say that people will call you in response to the ad and then you will find out other skills that they have?

What do you mean by that?

A. Well, I don't like to drag people into the plant just for the sake that they are responding to an ad.

I interview them on the phone first, I do interview and seek out what type of skills they have, and if they have more than one or the particular skill that I need at the time, when I will ask them to appear in person and in person give them an application.

Many times that same person who appears, I will find out if--find out I am able to train and is capable of handling multiple operations, not just one.

It has happened many times.

Q. So that, in other words, sometimes will it happen that a person will answer your ad for a particular machine--
A. Correct.

Q. --and in your conversation you will find out if they can operate other machines also?
A. Or are willing to operate other machines.

Sometimes people are specifying one single machine, that is the only one they will operate, and if I don't have the need for that machine I will not request them to come.

I may request them to come and fill out an application, but that does not mean that I hire them.

But a person who is willing and able and desires, I will then take them on those basis.

Q. When you advertised for more machines, do you get a larger response to your ad?
A. Yes, I do.

Mrs. Harkavy testified further that she "keep[s] rechanging, rewording" her ads "to attract certain people that I desire and I need." But she also testified that she "just call[s] an advertising agency and put[s] in an ad, I don't even look at the ad . . . . I leave it up to the agency, let them run the ad" because "they are the experts."

New employees have been hired as follows: On June 10, Flores, steamer; June 16, Arias, knitter, Schoellig, steamer, and Roxburgh (who worked only 5 days and is not further identified); June 17, Meyer, "operator"; June 20, Wendolowski, separator; July 11, Cerritos, "operator"; July 15, Maenza, floor help; August 6, Maltaghati, "operator"; 43/ August 11, Behnke, separator; August 18, Gasperi, "operator"; August 25, Ortiz, steamer; August 27, Kauffman, steamer and presser; 44/ and on October 3, Vampatella, steamer. "[Q]uite a few" of the new hires were found incompetent and accordingly "fired" by Mrs. Harkavy. 45/

Meanwhile, Rugolo, Moravec, White and Passannante wrote to Mrs. Harkavy, requesting recall. None of these requests were granted.

a. Rugolo

Rugolo's request, sent June 23, was as follows:

> Dear Mrs. Murry,
>
> I Grace Rugolo am ready & able to report back to work. I trust that I will be hearing from you in the near future.

On July 1, Mrs. Harkavy sent the following reply:

> Dear Grace,
>
> I received your registered letter Saturday, but I think you know what my answer is going to be.
>
> Fortunately, last fall the season came to an abrupt end for Solboro and the result was that you were laid off and it did not reach the point of another incident between us. I say, fortunately, because if business had remained good and there had been no need for layoffs, I would have let you go anyway because of your foul mouth. I don't think it is reasonable for you to think that I can forget hearing you call me a 'Fucking Son of a Bitch' that day in October when I brought work for you to do instead of Jo O'Connell bringing it to you.
>
> I know from my many years of working with people that an employee can say or do something to the boss, which really puts an end to the relationship and makes it impossible for them to work together afterwards. As far as I am concerned, you did exactly that with your vulgar, abusive outburst.

43/ Although not employed at the time of the last layoff, she had worked for Respondent for many years prior thereto and had in fact operated the merrow machine later run by Rugolo during the past season.

44/ Worked for Respondent for about 4 years, but not at time of last layoff.

45/ Mrs. Harkavy testified that she does not like to hurt people and will generally avoid telling an employee he is "finished because [he is] incompetent."

> If after some more time passes and I feel differently about you, and I can put what you said out of my mind, I may reconsider, but right now it is too fresh in my mind.

Rugolo testified that although she had accused Mrs. Harkavy on the day of her layoff of failing to treat her workers properly and being a bad boss, in substantial corroboration of her testimony at the February hearing, she never called Mrs. Harkavy any name or used vulgar language toward her; and that she had never been told she would not be reemployed for such a reason. According to Rugolo, the only witness to her conversation with Mrs. Harkavy was Joyce Brown.

Mrs. Harkavy's testimony on direct examination in October was that she had "understood" early on the morning of Rugolo's layoff that Rugolo had "had a brawl" with some employees whom she had "insulted" and "abused" and "was extremely keyed up all day"; that therefore she (Mrs. Harkavy) decided to bring Rugolo's work to her rather than follow the usual practice of having O'Connell give her the work; and that when she did so that afternoon Rugolo, who until then had been "a perfect model operator," "insulted" and "abused" her with the language mentioned in her letter in an "outrageous outburst,"

> and I feel when she turned and walked out in an abusive huff, using profane f...... SOB language, plus to me, to me, sir, and walking out that day, the last day, let alone return two days later and insulting my husband in front of the whole plant deliberately, I cannot accept that and I cannot accept that from her.

Mrs. Harkavy added that Nemec, O'Connell and Cacoperdo were in the immediate area at the time in addition to Brown.

On cross, Mrs. Harkavy testified that Rugolo was "a satisfactory merrow operator" but was laid off "because of lack of work at the time, that was one of the reasons." This soon expanded to "lack of work, plus the outrage that she took. I was outraged myself at that point. I was hurt." But she admitted she did not "fire" Rugolo at that point, and that when Rugolo returned to the plant 2 days later Mr. Harkavy told Rugolo "that she was not terminated, that she was only laid off." 46/ Adverting to that visit by Rugolo, Mrs. Harkavy testified:

> There was no need for this kind of anomosity, there was no reason to insult me and abuse me, but she turns around, abuses my husband, the president of this company, abuses him in front of the whole plant at lunch time, in front of all the people there, and this I will not take from anybody, in any place, in any course.
>
> I have been so abused in my life, so much, that I will not accept it.

46/ According to Mrs. Harkavy, she got her husband to question Rugolo's presence on that occasion precisely because of the "outrage" allegedly inflicted upon her on October 8.

Mrs. Harkavy also testified that her merrow operators at the time of the October hearing were Maltaghati, Nemec and Cacoperdo.

b. Passannante

Passannante wrote Mrs. Harkavy on July 21:

> Dear Mrs. Murray
>
> Your ad for workers has been in the papers for at least 4 wks. I wasn't called and Im ready and willing to work right now. Please inform

Mrs. Harkavy did not reply. Her explanation for such inaction was:

> A. The mere fact, the way she phrased that letter, I was very upset.
>
> A woman who walked into my plant without any advertisement prior, to seek a job, and a person who is seeking a job makes it her business to look for a position, phone me, which we pretty much are isolated, we are not known, where we are located it would be difficult for us to find--for them to find us without getting some address or some information or some advertisement, otherwise we do not have transients and people walking into the plant.
>
> She walked in and sought a job, now after nine and a half months Margaret Passannante has not made one single effort at anytime to contact me, to request if there is work available, 'is there anything available for me?'
>
> At no time, with the exception of sending that letter--not only that, but sending me a letter nine months later, reading that she saw the ad for four weeks in a row, and she is telling me, demanding, actually a job.
>
> That is why I did not respond, I was outraged at that kind of an attitude.
>
> It only looked like it was some kind of a set up to me.
>
> It was outrageous, I absolutely refused to go into it beyond that point. 47/

She testified, nevertheless, that Passannante was "an excellent operator" with whose work she was "extremely satisfied," and that if Respondent had Singer or Mauser work, or "additional work above and beyond the work that Jo O'Connell and Ana Nemec are doing now," she would take her back. 48/ On cross, however,

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47/ Asked on cross as to who was responsible for the "setup," Mrs. Harkavy replied, "I don't know. Intimidation by Mr. Sciacca or the union."

48/ According to Mrs. Harkavy, Passannante has indicated an unwillingness to learn a new machine, but she did work the labeling machine and told her (Mrs. Harkavy) that she would "be glad to fill in whatever you need me for."

she testified as follows in respect to Passannante, Moravec and White:

Q. That you thought, that you testified that in your opinion they were writing letters to you with that language and by registered mail was a set up, instigated by the union, that had nothing to do with your refusal to let them return to work, did it?
A. No, because I have no work to begin with for them.

Secondly, I have never seen any person who seeks employment to signed, write a letter that way and demand a job.

Anyone who is interestd in a job calls up, answers an ad or calls up in person, whichever mean they have to seek employment.

This is unheard of, I have never heard of anything like it.

I was taken by this whole thing, for a person to send a registered letter, return receipt requested, 'I demand a job.'

On what basis, on what, on what rights, what are her obligations, what are mine?

How long did they work for me, any of them?

They were all on trial basis, there was not one, one single one of these people you would say they were fully experienced.

They didn't even have a trial period, not even to be completed.

Twelve working days, would you call that a trial period?

JUDGE HERMAN: Don't ask him any questions, just answer the questions.

Q. (By Mr. Weinrich) How long is your normal trial period?
A. I don't have any specifics, I judge each individual case on that person's capabilities.

I would say it would take, normally, between 60 and 90 days that I would say this is a qualified operator.

Q. Well, it was Margaret Passannante that worked for 12 days?
A. Margaret Passannante was a qualified operator from another field in that machine, yes.

She was not an amateur, she sat at that machine as a pro from the first day on.

c. Moravec

Moravec wrote as follows to Mrs. Harkavy on July 14:

> Dear Mrs. Murray
>
> I am available and ready to report for work right now. Please inform me as soon as possible.

No reply was sent. On June 30, however, Mr. Harkavy had sent Moravec the following letter:

> Dear Donna,
>
> Mrs. Murray told me of the telephone conversation you had with her, on or about June 4, 1975, in which you advised her you are going to Adelphi College and that you are not interested in returning to work for us.
>
> We wish you every success in school and your future career.

Mrs. Harkavy testified on direct that around March 1975, Moravec's case worker from Skills Unlimited, who had arranged Moravec's initial hire, [49] contacted her to inquire about the likelihood of Moravec's recall, and she replied that she would call Moravec when work was available, which she did early in June following the recall of Nemec, O'Connell and Cacoperdo; but that Moravec refused, telling her she was taking a full time business course, and she (Mrs. Harkavy) wished her well; that she so advised the Unemployment Insurance Division of the New York State Department of Labor, but that 2 days after the July 14 letter from Moravec she received a letter from the Division stating that Moravec's rejection of employment at that time was for good cause by reason of her having started the schooling in May; that she had meanwhile hired someone to do the separating (Wendolowski) and had enough other employees (including some floor help) who could do that work by the time Moravec's letter of July 14 arrived.

On cross, Mrs. Harkavy testified that she considered Moravec's letter "very much the same thing" as that of Passannante, and continued:

> After refusing a job, after going through a position which she wants to better herself and I happened to know Donna Moravec's background, happened to know her mental outlook, her attitude, when she writes a letter, 'I, Donna Moravec, wish to, am ready, willing and able to return to work.'
>
> It is not Donna Moravec's language.
>
> That is dictated and set up by no one but the union.

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[49] She apparently had some physical handicap.

d. White

White wrote Mrs. Harkavy on July 15, as follows:

> Hello Mrs. Murry,
>
> noticed your ad For Sewing operators in The daily newspaper 'Newsday.' I am Ready, willing & able to work Right Now.
>
> Your immediate reply would be appreciated.

Viewing this letter in the same light as Passannante's and Moravec's, Mrs. Harkavy did not reply to it either, but earlier, on direct examination, she testified that the reason she did not respond was that White was incompetent and had failed to perform adequately on any machine to which she was assigned. 50/

On redirect examination at the October hearing, after testifying that White's incompetency was "the only reason" she was not rehired, and that "[t]here was no other reason," Mrs. Harkavy testified she was breaching a confidence when, on being led by company counsel without objection, she stated that White had "a drinking problem" which was "one of the factors" she took into account in not recalling her. On recross, she testified as follows:

> Q. (By Mr. Weinrich) The fact that you testified that she had a drinking problem is one of the reasons you did not recall her?
> A. That was part of it, yes.
>
> Q. What were the other reasons?
> A. Incompetence.
>
> Q. There were only two reasons?
> A. Those were the two major reasons, plus not being in touch for nine and a half months at all.
>
> I didn't know if Mary White was even existing.
>
> Q. There were three reasons?
> A. Yes.
>
> And if you bring more attention to me, I will find more, but at this point, right now, I can find those three major reasons that I didn't call her back, yes.
>
> First, incompetence, second, which I didn't want to bring up, it was between her and I, confidential, and this not being in touch for nine and a half months.
>
> I find it to be unbelievable for a person who is seeking a job in this day and age, when jobs are hard to get, not to be in touch with an employer and finding out whether there is a job available.

50/ She had never been given floor work, however.

Q. When did you find out about this drinking problem?
A. I believe it was the second week that I employed her, when I was going to release her, at that time, when she was totally incompetent on everything that I tried her, so she pleaded with me.

In rebuttal, White denied any drinking problem, testifying on the contrary that because of a physical ailment which she has had for over 3 years she has been on medication and a low sugar diet that proscribes liquor in any form.

B. Conclusionary Findings

1. Section 8(a)(1)

a. The Harkavys' conduct

On all of the evidence I find that Respondent coerced and restrained its employees in violation of Section 8(a)(1) of the Act. As reflected above, the Union's visit to the plant on October 4 evoked an immediate response in the form of interrogation and threats. Within the hour after Sciacca's departure Mrs. Harkavy called Nemec into her office for questioning as to her union involvement as well as that of the other employees. In this connection I credit the testimony of Nemec who impressed me very favorably as a witness. Not only did I find Mrs. Harkavy substantially less impressive generally, but her account of the incident suggests somewhat less of a concern on her part than seems warranted by the very order to Nemec to report to the office. Moreover, Nemec, who within the next few days signed both the O'Connell letter to the Union and Mr. Harkavy's statement regarding Rugolo's visit to the plant after her layoff, was basically sympathetic to Respondent. In any event, even Mrs. Harkavy's version would not affect the legal result. If the surrounding circumstances would render the interrogation unlawful, the mere fact that it commences with the employee's statement that she supposes that the purpose of the interview is "to see me about the Union" cannot detract from the violation if her surmise is correct and the employer so admits and proceeds with the interrogation. [51]

Respondent properly urges thatsince Blue Flash Express, Inc., 109 NLRB 591, interrogation concerning union activity has not been a *per se* violation. Indeed, the cases have gone considerably further despite both the 8(a)(1) proscription of "interference" and the absence, at least since Aaron Brothers, 158 NLRB 1077, 1078, of the employer's need, perceived in Blue Flash (190 NLRB at 593), to "know whether he was obligated to bargain with the union." However, in order for the interrogation to be lawful it must satisfy the standards set out in Struksnes Construction Co., 165 NLRB 1062. See N.L.R.B. v. Gissel Packing Co., 395 U.S. 575, 609. Here, quite apart from the lack of anonymity common to every oral interrogation, and assuming the purpose to have been to determine the validity of the Union's claim, at least three of the Struksnes standards were not met: The purpose was not communitcated to Nemec; she received no assurances against reprisal; 52/ and the interrogation was the prelude to other unfair labor practices commencing that same day. The interrogation of Nemec in these circumstances in the privacy of Mrs. Harkavy's office violated Section 8(a)(1). Cf. Bourne Co. v. N.L.R.B., supra. 53/

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[51] Although I believe that Mrs. Harkavy's testimony that all she asked Nemec was, "what's going on?" was designed to satisfy the second test in Bourne Co. v. N.L.R.B., 332 F. 2d 47, 48 (C.A. 2), even that query in the present context succeeded in eliciting information concerning (Continued)

Similarly violative was Mrs. Harkavy's asking later that morning, "You girls want the Union?" as Cacoperdo credibly testified; 54/ and saying, when no answer was forthcoming, "I see you girls don't want your jobs." If Cacoperdo's denial on cross-examination by Respondent's counsel that Mrs. Harkavy said "anything about the union" on that occasion was intended to mean more than that the statement itself contained no reference to the Union, i.e., if it was intended as a retraction of her testimony on direct, I would discredit it for the reasons indicated in n. 54, supra, and for the further reason that Respondent made no effort to ascertain from Cacoperdo what the statement related to if it did not relate to the Union. I give no credence at all to Mrs. Harkavy's own divergent explanations of the statement, noting particularly that her version on direct examination, unlike that on cross, did not even meet the issue since it was a personal statement solely to Cacoperdo rather than to "you girls."

Mr. Harkavy's speech that noon continued the course of unlawful conduct. I do not credit his testimony that he confined his remarks to a mere prediction of possible consequences in the event that the Union became the bargaining agent, but find in accordance with the great weight of the testimony that he announced he would close in that eventuality or at least that his remarks provided a reasonable basis for such an inference on the part of the employees. Thus White testified that he said "he would close the shop" if the employees "persisted," and she understood the activating factor to be "if we persisted in wanting the union to represent us." 55/ According to Cacoperdo, Mr. Harkavy said "he's losing a lot of

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51/ (Continued) every employee in the unit. And Respondent's reliance on Mrs. Harkavy's occasional use of that same question in connection with routine business (Brief, p. 9) hardly advances Respondent's argument here.

52/ Indeed she was cautioned against mentioning the matter to anyone.

53/ Respondent's contention that the truthful answers suggest an atmosphere free of coercion (Brief, p. 9) ignores the fact that the inquiry was broad enough to, and did actually, educe information as to the union desires of all the employees, so that even if Nemec, the most senior girl in the plant, was not frightened, her attitude provides no evidence of the willingness of the others, obviously more vulnerable, to disclose such information.

54/ Cacoperdo too was friendly to Respondent and, while testifying, cast frequent darting glances toward Respondent's counsel table. She also signed the O'Connell letter and the statement prepared by Mr. Harkavy on October 10, and her testimony damaging Respondent was not easily extracted from her. While Mrs. Harkavy denied making the threat that followed, she did not specifically deny asking the question.

55/ Respondent's brief (p. 13) stresses White's inability to recall that Harkavy mentioned the Union in this connection, but suggests no other area of "persist[ence]" as a possible cause of closedown.

money and why we girls want the union or he'll have to close down the plant." Gonzales, whom I found a very impressive witness, 56/ testified that Mr. Harkavy said that he understood the girls wanted the Union but things were slow and he had lost $15,000 and "he just couldn't afford it right now, he said. 'Think it over', he said, because things were bad. Otherwise he will have to close." 57/ Rugolo's account of the statement was that "he couldn't possibly afford a union, and if we did go union he would have to close shop." Even O'Connell, the forelady-in-training and leader of the defection movement, understood this to be Mr. Harkavy's message although she did not "exactly remember him saying that exact words that if the union came in." 58/

If employees reasonably understand their employer to be threatening closure in the event of a union victory, that suffices to estabish a violation of Section 8(a)(1). "The question is not only what the employer intended to imply but also what the employees could reasonably have inferred." N.L.R.B. v. Kaiser Agricultural Chemicals, 473 F. 2d 374, 381 (C.A. 5). As former Chairman Miller said, dissenting in Essex Wire Corp., 188 NLRB 397, 399, "one who undertakes to speak about such issues must choose his words with care." "An employer who goes so close to the brink takes the risk that employees may honestly misunderstand him." N.L.R.B. v. Rollins Telecasting, Inc., 494 F. 2d 80, 82 (C.A. 2). As in Rollins, Mr. Harkavy "could easily have avoided the likelihood of being misunderstood by adding that [Respondent] would not close simply because of a [Union] victory but only if the union's

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56/ She also signed Mr. Harkavy's statement of October 10.

57/ It is of no avail to Respondent, contrary to its brief (p. 14), that Gonzales testified, when led on cross, that Mr. Harkavy did not "threaten [her] or any other employee about joining the union" when he said Respondent would "be forced to close." Certainly she was not retracting her statement that he said he would "have to close" because he could not afford the Union at that time. There was nothing else for the employees to "think . . . over." I read her testimony, therefore, as meaning only that there was no independent threat against her or other employees-- such as a threat to fire--for joining the Union. Indeed, if Respondent is suggesting that Harkavy's statement did not amount to a threat as a matter of law, Gonzales' testimony as to that would clearly be immaterial.

58/ Mrs. Harkavy, though present at the meeting, gave no testimony concerning the speech.

demands made continuation impracticable." Ibid. 59/ See Gissel, supra, 395 U.S. at 618-620. Here, according to Mr. Harkavy's own testimony, his hinging "surviv[al]" on the avoidance of "added economic expenses" was couched not in context of the Union's prospective demands but solely in terms of the employees' "decision" or "vote" on their choice of a union.

Although I find Nemec honest and generally credible, her recollection appears faulty in respect to the initiation of her conversation with Mrs. Harkavy at her machine on October 7. If, as General Counsel acknowledges (Brief, p. 34), Mrs. Harkavy had already received a copy of O'Connell's letter and knew that Nemec had signed it, she had no reason to ask Nemec the question. I therefore credit Mrs. Harkavy in this instance and find that Nemec opened the conversation by asking her if she knew that Nemec had signed the letter. 60/ Accordingly, I find no unlawful interrogation on that occasion.

59/ In B.F. Goodrich Footwear Company, 201 NLRB 353, cited by Respondent as "exactly on point" (Br. p. 16), the Board specifically observed that the statement was not couched in terms of the "inevitabl[e]" nor was the closing even "likely" to flow merely from the selection of the union, but rather that the "point" of the statement was that "Respondent could not afford to grant large wage increases and if forced to do so would, in his opinion, cease operations." Id. at 354.

60/ I see no reason, however, for Mrs. Harkavy to have been "taken by surprise." Not only did her direct testimony conflict with her cross as to the cause of the surprise, but the cause stated on cross, i.e., what Nemec had told her the previous Friday, made no sense. Obviously, anybody "withdraw[ing her] signature." must have favored the Union earlier. In this connection, Mrs. Harkavy expressed no surprise concerning the change in attitude of the other signers of the letter, nor did she express surprise that her forelady-in-training had joined the Union in the first place.

Nor do I find a violation in respect to the button incident the following day. Asking an employee whether wearing a button is legal does not, in my opinion, violate the Act. 61/ And even if Mrs. Harkavy's protest against Rugolo's wearing the button were deemed to constitute coercion, the effects were dissipated immediately thereafter when the matter was dropped. Cf. Interlake, Inc., 218 NLRB No. 154, JD, at 18-19, and cases there cited.

I find a violation, however, based upon Passannante's testimony that Mr. Harkavy answered her question of October 9 as to when work would be available with the statement, "We'll see when we straighten all this out." Mr. Harkavy "assumed . . . that she was referring to the Union problem," and his response was very similar to O'Connell's threat of October 7 to Cacoperdo.

I find, further, that Mrs. Harkavy unlawfully interrogated Gonzales on October 10 regarding her own union activity as well as that of Rugolo and the other girls; and, based on Mrs. Harkavy's own testimony, that she also unlawfully interrogated Zimmerman.

b. O'Connell's conduct

Neither the General Counsel nor the Charging Party contends that O'Connell was a supervisor within the meaning of the Act. They nevertheless urge that Respondent is liable for certain conduct of O'Connell on an agency theory. I find merit to this position. The acts of union-member employees are imputable to their employer if they have close ties with management, as where "they customarily deliver to the employees work instructions from management," particularly where the employer acquiesces in the antiunion efforts. N.L.R.B. v. Dayton Motels, Inc., 474 F. 2d 328, 331 (C.A. 6). Notwithstanding O'Connell's lack of supervisory status and the fact that she was paid like the other employees, 62/ the employees were aware of the special relationship between her and Mrs. Harkavy and in all the circumstances could reasonably have understood, as Cacoperdo testified, that O'Connell spoke for Mrs. Harkavy in respect to working conditions. Such a belief could only have been fortified by O'Connell's telling her cosigners that she would deliver to Mrs. Harkavy a copy of her letter to Sciacca, as well as by Mrs. Harkavy's statement to Nemec that she had done "the right thing" in signing that letter.

Moreover, O'Connell's explanation for undertaking to write the letter does not stand scrutiny. According to her testimony on direct examination,

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61/ I note that Brown attributed the question to Mrs. Harkavy, while Rugolo said it was put by Mr. Harkavy.

62/ Indeed, as Respondent points out, her hourly rate was 10 cents below Rugolo's.

she had been induced to sign the union card by Sciacca's representation at her home that all the other employees had signed, and she and her husband had drafted the letter of withdrawal because she had thereafter learned at work that such representation had been false. Her husband did not testify. Sciacca's testimony did not mention any such representation. On the contrary, he testified -- and she did not deny -- that upon signing the card she asked him whether he had yet gotten Cacoperdo's signature and, when he said he had not, she told him how to find Cacoperdo's house. On cross-examination her testimony became even stranger as the nature of the disillusioning misrepresentation shifted, this time as to the purpose of Sciacca's visit, because she had not been expecting a union delegate. Her direct examination in this connection, however, makes clear that any surprise she may have been caused was not Sciacca's fault. Indeed, she testified, "I believe he thought I was expecting him." To talk of "misrepresentation" in this context is absurd. Thus far, then, her testimony comes to varying accusations of misrepresentation, both without substance. In addition, she conceded on cross that her statement to the Board agent in the course of the investigation contained no reference whatever to any kind of misrepresentation, and that the sole explanation she offered there for the letter was that she had changed her mind about the Union after reflecting that "the boss had been very good to [her]." This was in fact the reason she had given to Nemec, and none of the testimony of any of the cosigners indicates their awareness of any other reason for O'Connell's action. I find that this was the reason for her action. I find further, despite O'Connell's and Mrs. Harkavy's denials, that Mrs. Harkavy had prior knowledge of the letter. I see no other explanation for their testimony concerning O'Connell's delivery of the copy of the letter to Mrs. Harkavy. It passes belief that announcement of such a momentous event as the loss of four members in a unit of 13, in a plant which the Harkavys strongly felt was not ripe for organization and whose organization they otherwise unlawfully opposed, would have occurred utterly without comment, as Mrs. Harkavy testified, or even with the bare comment by O'Connell that "this is a copy of the letter that I sent withdrawing our signatures from the union," as O'Connell testified -- unless Mrs. Harkavy was expecting it. [63] And I find, in light of the Harkavys' other unlawful conduct and the sudden shift in O'Connell's sentiments without credible explanation thereof save in her prehearing statement, that Mrs. Harkavy fostered that shift and hence its means of expression.

I do not find any 8(a)(1) conduct based on Moravec's testimony, some of which I found virtually inherently incredible, like her statement that she signed O'Connell's letter without reading it and while it was being pulled away from her; as well as her testimony that O'Connell cautioned her in the phone conversation of October 6 not to tell anybody about the letter notwithstanding O'Connell had already mailed it to Sciacca. [64] Accordingly, I do not credit Moravec's testimony concerning other statements by O'Connell.

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[63] Use of the definite article in "the letter" itself suggests prior knowledge.

[64] I similarly give no credence to Rugolo's testimony that on October 7 O'Connell denied knowledge of the whole matter except that she had written a letter just for herself. O'Connell could not possibly have expected that Rugolo would not learn the truth from Sciacca.

Other conduct of O'Connell's, however, which, in my opinion, is properly attributable to Mrs. Harkavy under Dayton Motels, supra, and Teledyne Dental Products Corp., 210 NLRB No. 64, JD pp. 9-10, particularly in view of the Harkavy's own concomitant misconduct, includes:

1. O'Connell's promise to Cacoperdo on their way to work on October 7 (the day Sciacca presumably received their letter of withdrawal and Mrs. Harkavy was given a copy), that "we'll be taken care of, that we'll always have a job and we'll get a raise." Respondent's evidence of the regularity of seasonal general raises fails to explain the promise of permanent employment, and no explanation was offered therefor. 65/

2. O'Connell's threat to Cacoperdo on October 7 that Mrs. Harkavy would take no more orders "until everything is straightened out with the union." Although in responding to leading questions on cross, Cacoperdo testified that O'Connell did not say that she had been told by Mrs. Harkavy to make that statement, she was not asked whether O'Connell told her that Mrs. Harkavy had made such a statement to O'Connell. Moreover, Cacoperdo did testify that she at least understood that "Mrs. Murray told her" that. Mrs. Harkavy did not deny making such a statement; and, as indicated above, it is akin to Mr. Harkavy's statement of October 9 to Passannante.

3. O'Connell's threat to Cacoperdo that if the Union got in Mrs. Harkavy would close the shop, or that Mrs. Harkavy would rather close the shop than have the Union in. 66/ Here again, in responding to leading questions on cross, Cacoperdo testified that O'Connell did not say that Mrs. Harkavy had told her to deliver that message. In this instance, however, she did testify, on being led, that O'Connell did not say that Mrs. Harkavy had made the statement. But this contradicted her testimony of a moment before that O'Connell "said that Mrs. Murray had said it, yes." O'Connell admitted telling Cacoperdo that she thought Mrs. Harkavy would rather close than have the Union in but testified that she did not say that Mrs. Harkavy had said so. However, she did admit making the statement, "I have come to understand the bosses believe the shop is not big enough to hold a union" and that "sometimes" other employees were present when Mrs. Harkavy said that. And Mrs. Harkavy, after first emphatically denying that she had "offer[ed] any opinion whatsoever, none whatsoever" to O'Connell about having a union in the shop, and asserting that "If [O'Connell] formulates her own, I can't help it," acknowledged that she had expressed her feeling "that it's too small a place to be organized." In all these circumstances, and recalling particularly Mr. Harkavy's speech of October 4, even if O'Connell did not specifically inform Cacoperdo of her own understanding that "the bosses believe the shop is not big enough to hold a union," I do not deem it unreasonable for Cacoperdo to have gained the impression that O'Connell's statement that the plant would close reflected Respondent's position.

65/ Although Mrs. Harkavy denied that she told O'Connell to tell any employees that she would take care of them, she did not deny telling O'Connell that she would.

66/ The latter version was elicited on cross-examination by Respondent's counsel. I perceive no legal distinction between the two statements. Compare O'Connell's admitted statement to Sciacca, n. 18, supra.

2. Section 8(a)(3)

I find, on the entire record, that Respondent expedited the layoff in question in order to reward its loyal employees and punish the Union's adherents so as to avoid unionization of its plant. That Respondent opposed the organization of its employees as disruptive of the "family" setting there can be little doubt. I have found that to this end Respondent resorted to conduct violative of Section 8(a)(1), including the threatened shutdown of the plant. I now find that it used the layoff as a further tactic in this effort. This is not to dispute Respondent's sound assertion that the Board may not substitute its judgment for an employer's in deciding the best course to pursue in furtherance of his economic goals. It may also be accepted as a corollary that the employer has the privilege of making economic mistakes, so that even a demonstration of poor judgment on his part does not establish the General Counsel's case. It does not follow, however, as urged by Respondent (Brief, pp. 4-5) that "the General Counsel's claim that the 'pace' of the Company's layoffs was discriminatory would require the Judge to substitute his judgment for that of the Company about the necessity, nature and timing of an economic layoff." After all, the Board's task in an 8(a)(3) case is always to determine the employer's motive. Relevant to that inquiry in the case of a layoff are its necessity, nature and timing. The cases are legion in which layoff violations have been found based, for example, on undue expedition or improper selection in terms of the Act's proscriptions. It is appropriate, therefore -- indeed it is essential -- for the Board to consider the validity of the employer's explanation of his action in order to ascertain the truth of his averred motive. 67/

Respondent here contends (Brief, pp. 2-4) that "the season's end was at hand even before the Union arrived on the scene"; that it had suffered cancellation of "a major in-production order" on September 27; that by the end of September some employees "were being given make-work"; that "Every year, as in 1974, Mrs. Harkavy follows the practice of laying off first the newer hired girls with less time and experience with the Company" because they are "less flexible and less valuable to the Company as the number of employees still working diminishes"; and that "The purely economic basis for the layoffs, the time they occurred, the order in which they occurred, and the period over which they took place, from the first to last, was not shown to be anything other than usual and normal in terms of the Company's history and the seasonal nature of its business, and was entirely consistent with the only added new major factor, namely, the disastrous cancellation of the Sweater Bee order in late September."

In my opinion, the record refutes these claims. As indicated above, Mr. Harkavy admitted that until the Sweater Bee cancellation "there was enough work for everybody in that shop to work full time," indeed there was more work in the shop than the employees could effectively handle since

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67/ It of course goes without saying that if, as here, Respondent can testify that seniority is the primary factor, subject, however, to competence, versatility and position in the production line, its contention that its determination is beyond the Board's scope of authority would leave Respondent with an absolute and foolproof power entirely incompatible with the objectives of the Act.

"We were unable to effect delivery because we were not able to produce the merchandise on time." And he estimated that there was enough work to keep the plant busy "until sometime in November."[68] Only by ignoring this evidence can Respondent claim that some employees were being given "make-work." Moreover, if this situation changed by the beginning of October it must have been the result of what Respondent now calls "the disastrous cancellation of the Sweater Bee order." In fact Mrs. Harkavy called the cancellation "a major factor" in the layoff. Yet "disastrous" seems an exaggeration for the cancellation of 130-140 dozen sweaters of a total order of over 1000 dozen, particularly in light of Mr. Harkavy's characterization of another order of 75-100 dozen as "a small quantity."[69] In any event, the absence of an immediate effect of the cancellation on the need for continued production was manifested by Mr. Harkavy's further testimony, first, that he was still hoping for a rescission of the cancellation and indeed that he did proceed to complete the production of those sweaters, which was accomplished "by the end of November"; and second, that "October was critical" because he was "extremely worried" about the possible cancellation of his Spuncraft order if Spuncraft's expectation of October delivery was not satisfied, and that he did proceed to satisfy it.

The manner of effectuating the layoff lends additional support to the contention that it was unlawfully motivated, particularly in light of the surrounding 8(a)(1) conduct. The first four employees laid off (almost one-third of the work force) were all union members, and their layoffs became effective within a period of 2 days (October 7-8).[70] In contrast, the 1972 and 1973 layoffs commenced at a slower pace, with one or at most two employees being laid off well before the next individual. As noted above, moreover, the initial layoff here took place at a time when Respondent was still quite concerned about meeting its commitment to Spuncraft. Again, the remaining employees here were permitted to work fulltime[71] as contrasted with the earlier layoffs in which more employees were retained until the work ran out with the consequent need to reduce their hours so long as the work lasted.

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[68] Respondent's witness, Delfino, testified that she took off October 18 to spend with a sick brother because work had slowed down a "little more" since the previous week when she had initially wanted to go, prior to which she "didn't have time."

[69] His testimony in this connection was as follows:

> Q. Now, at the time that the Sweater Bee goods were canceled, that wasn't the end of your production run, there were still other materials, other orders that had to be produced?
>
> A. Yes.
>
> Q. Had all of those orders been knitted by the end of September, to your knowledge?
>
> A. There was a small quantity involved there, too. I'd say somewhere in the area of 75 dozen, or perhaps a hundred dozen.

In this same connection, O'Connell characterized as "not very large" an order which, for purposes of her testimony, could have amounted to as much as 600 dozen.

[70] Although Passannante's last workday was October 3, I credit her testimony that she was to be off the following day to attend a court session and slated to return on Monday, the 7th. See *infra*.

[71] As Mrs. Harkavy testified, to give the older — nonunion — employees full day's work."

I do not credit Mrs. Harkavy's position that Passannante was not laid off but that the work for which she had been hired simply ran out. I credit Passannante that her desire for parttime work meant only shorter hours, at least at all relevant times, and that when she left work on October 3, she and Mrs. Harkavy contemplated her returning on the 7th. light of all the surrounding circumstances, including the testimony that Mrs. Harkavy continued to perform Passannante's job, it would be too strange a coincidence that her work ran out at the precise time that she had to appear in court. I have no doubt, in view of the small size of the plant and Mrs. Harkavy's belief that the older employees shared her view of the inappropriateness of its unionization, that she either knew or suspected the identity of the union adherents, and that it was not until after the Union's bargaining demand on October 4 that Mrs. Harkavy decided against Passannante's return.

Furthermore, Mrs. Harkavy's account of the order of layoff did not quite fit the actual event -- a particularly strange phenomenon if, as Respondent argues, the layoff comported "from first to last" with its "usual and normal" practice followed "[e]very year." According to Mrs. Harkavy's testimony, Moravec "ha[d] to be" laid off first, despite her seniority, the primary criterion, and White "ha[d] to be" second. Moreover, she gave a detailed explanation for this order in terms of her alleged criteria, at one point responding affirmatively to her own counsel's probing as to whether she was "absolutely certain"; clinging to her story even after her error was pointed out; and, after conceding the accuracy of the payroll records and examining the records showing White's layoff a day before Moravec's, insisting that they were laid off "the same day." In my opinion, such stubborn adherence to error seriously affects her overall credibility.

I specifically discredit Mrs. Harkavy's testimony that it had somehow slipped her mind to lay Moravec off on October 7 so as to explain the sudden unavailability of work for her the following morning. I believe Moravec was first in Mrs. Harkavy's mind because, as one of the older employees who should have been loyal and who therefore had been one of those solicited to join in O'Connell's letter, Moravec had proved perfidious by participating in the button incident that very morning. I am also satisfied that Rugolo's participation in the same incident served to remind Mrs. Harkavy of her strong union inclinations and that this led to her layoff the same day. Mrs. Harkavy's testimony that only Gonzales was capable of performing the remaining merrowing work, and that Rugolo could not even learn it, so that there was no work for Rugolo even despite Gonzales' absence that day and the next day, overlooks at least two points: First, since the end of her first week on the job Rugolo had been receiving the same pay as Gonzales, the highest rate given a machine operator, and I specifically discredit Mrs. Harkavy's statement that she was paid this rate just to give her confidence because this would hardly have been in keeping with any practice of Respondent revealed by the record; and second, the Company records disclose that Rugolo had worked on more expensive and more detailed garments than the ones Mrs. Harkavy said she was incapable of handling.

These conclusions are fortified by the October testimony which, in my opinion, also establishes that the original unlawful motive has persisted so as to bar the reemployment of these individuals. Thus, in respect to Rugolo, Mrs. Harkavy attempted to link the alleged lack of work with the alleged name-calling incident now mentioned for the first time. I credit Rugolo's denial that there was any name-calling whatever. 72/ In view of the extreme indignation manifested by Mrs. Harkavy's outburst on the witness stand a full year after the alleged incident, I find it impossible to believe that she would not have given vent thereto at the time it occurred. Cf. N.L.R.B. v. Smith Victory Corporation, 190 F. 2d 56, 57 (C.A. 2). Nor, if the incident occurred at all, could it have been as serious as is now urged in light of her further testimony that her husband, though prodded by her to challenge Rugolo's presence at the plant 2 days later because of the incident, still told Rugolo that she was merely laid off and not terminated. Ibid. Indeed, Mrs. Harkavy's October testimony that Rugolo's abuse of her husband on that occasion was something she would "not take from anybody, in any place, in any course" appears to offer still another reason for rejecting Rugolo, going even beyond her written reply to Rugolo's recall request. This shift of position and steady multiplication of grounds themselves suggest the insubstantiality of the defense. N.L.R.B. v. Schill Steel Products, Inc. 340 F. 2d 568, 573 (C.A. 5).

And Respondent's position becomes even more untenable by the suggestion in its brief (pp. 5, 11) that yet another reason underlay Rugolo's rejection, to wit, the unavailability of work because the merrow machine "is being operated by Anna Nemec, Josie Maltaghati and Carmella Cacoperdo, employees with more seniority and greater diversity than Ms. Rugolo who was merely a 'satisfactory' Merrow operator." As indicated above, notwithstanding Mrs. Harkavy's grudging concession that Rugolo was merely "satisfactory," the weight of the evidence points to her experienced competence. The fact is that of the three currently doing that work, 73/ only Maltaghati who had left prior to the last layoff, apparently because of illness, had comparable experience. 74/ Nemec testified in February that although she worked the merrow machine "from time to time," she "didn't have that much experience on it." And Cacoperdo, who testified in February that she had been hired to do trimming and had done that type of work throughout her employment, was recalled, according to Mrs. Harkavy, only as "floor help, trimmer, separator and all other phases on the floor, whatever is essential to floor help." The very suggestion that a floor employee could be more competent than one who performed even only "satisfactor[il]y" at "the most complicated [and "the most intricate"] machine in our plant" sounds in desperation.

72/ I note in this connection Respondent's failure to subpoena Nemec, O'Connell or Cacoperdo to testify notwithstanding Mrs. Harkavy's testimony that they all witnessed her conversation with Rugolo. Unlike Brown who, though placed at the scene by both Rugolo and Mrs. Harkavy, no longer works there, the other three are still employed by Respondent and are friendly to Respondent, O'Connell in particular having testified for Respondent at the February hearing.

73/ There is evidently an abundance of merrowing work requiring the use of more than a single merrow machine. In context, I read Mrs. Harkavy's reference to "just one machine . . . that is merrow" as meaning one type of machine because immediately after that statement she replied affirmatively to the question whether Respondent was "only using merrow machines now." During the last season, at least two such machines were used simultaneously, by Rugolo and Gonzales.

74/ Maltagheti's hourly rate was no greater than Rugolo's had (Continued)

As for Passannante, I am unable to reconcile Mrs. Harkavy's professed willingness to recall this admittedly "excellent operator" if work were available with her "outrage" at what she felt was a union "setup" which had resulted in her "absolute refus[al] to go into it [Passannante's alleged "demand" for a job] beyond that point" and her refusal even to respond to the letter. Indeed, to the extent that Mrs. Harkavy testified she had no obligation towards the three employees who had failed to "keep in touch," because they were "all on trial basis" ("Twelve working days, would you call that a trial period?"), the only 12-day employee involved was Passannante whose qualifications were not at all in doubt and whom she declared she was willing to recall.

If Mrs. Harkavy's "outrage" was not altogether feigned, I find it stemmed from her concern over what she felt was the Union's involvement. I do not believe that lack of work was even one of the reasons for failing to respond to Passannante. The explanation offered for the advertising search for Singer operators deserves no credence. Surely the nature of Respondent's business could more clearly have been indicated by a forthright description like "sweater manufacturer" or "knitwear manufacturer" than by specifying jobs which would as well have indicated other branches of the garment industry and for which no applicant was needed. In any event, the specification of merrow operators who, as far as Mrs. Harkavy knew, may not work in other areas of the garment industry, would certainly have sufficed. If the specification of Singer operators in the early ads had indeed been necessary to avoid responses from "floor waxers," e.g., why did it become less necessary by the time of the September 26 ad? It is no answer to say, as Mrs. Harkavy did, that she leaves the ads to the advertising agency, because she also testified that she changes and rewords the ads to suit her needs. Nor does her other asserted reason stand any better, for if there is value in a wider response than is needed so as to ascertain whether the applicant has multiple skills, I see no reason to limit the unneeded skills in the ad to Singer operators to the exclusion of other skills like Mauser operators, cutters, etc. And again, why was it less necessary by September 26?

The fact is, as Mrs. Harkavy admitted, that "there are occasions" for use of the Singer machine. This is consistent with the magazine article describing Respondent's current operation as including the use of Singer and Mauser machines. It is consistent also with the fact that Respondent still has on its payroll two new operators other than Maltaghati (Cerritos, hired July 11, and Gasperi, hired August 18) neither of whom does merrowing, as well as O'Connell who is being trained on the "sewing machine." And even if no Singer work was available, Passannante had expressed to Mrs. Harkavy her readiness to work "in whatever you need me for," precisely the kind of answer Mrs. Harkavy claims to have been seeking in her intensive advertising campaign. Absent evidence to contradict Mrs. Harkavy's testimony that Respondent's usual practice, on resuming production after a layoff, is not to recall the laid-off employees in the absence of notification of their availability and interest in returning, and in view of the employees' testimony that they were told to "keep in touch," I find no violation in any failure to recall prior to receipt of the written request therefor. By the same token, however, I

74/ (Continued) been the year before although every laid-off employee who had been recalled was given a higher rate than she had had the previous season.

see no reason why the failure to keep in touch should so have antagonized and "outraged" Mrs. Harkavy as to constitute a basis for utterly ignoring an admittedly "excellent" employee like Passannante at a time when Respondent was experiencing difficulty in obtaining qualified applicants and was offering to train new employees.

I am satisfied that *White* was not the most efficient operator. Yet despite her failings, which Mrs. Harkavy testified were apparent from the outset, she was nevertheless retained for about a month until her layoff for lack of work, not incompetence. I do not credit Mrs. Harkavy's testimony that it was simply compassion that moved White's retention in the face of the alleged drinking problem, which emerged on redirect examination for the first time. If that was the case, it is difficult to understand why White was not transferred to the unskilled or lesser skilled floor work where she would not have been able to cause the damage that Mrs. Harkavy attributes to her. Nor do I believe, in the face of Mrs. Harkavy's repeated testimony that incompetence was the sole reason for refusing to reemploy White, that the alleged drinking problem also motivated that refusal. Indeed, as in the case of Rugolo, further cross-examination elicited another reason, this time "not being in touch for nine and a half months at all," to which Mrs. Harkavy gratuitously added that with a greater effort she would "find more" reasons. Certainly compassion provided no explanation for the failure to mention these additional reasons earlier, yet no other explanation is offered for their delayed announcement. And if Mrs. Harkavy's asserted distaste for hurting her employees' feelings caused her to refrain from replying to White's letter and thus enabled her to avoid calling White incompetent or a drunkard, no such explanation is available for failing to reply to White with a rejection based on White's neglect to "keep in touch." I credit White's denial of a drinking problem, and find that the failure to answer her letter resulted, as in Passannante's and Moravec's cases, from Mrs. Harkavy's belief that the letter had been "dictated and set up by noone but the union." The refusal even to consider a request for reinstatement just for that reason is plainly in derogation of Section 7 rights and violative of Section 8(a)(3).

Moravec's case differs from Passannante's and White's in that she was offered a job early in June which she declined because she was attending school; and a separator (Wendolowski) was thereafter hired who, Respondent claims, together with several senior employees (including floor help) who filled in, sufficed to perform the separating work (Brief p. 7). Despite its surface appeal, the contention will not stand scrutiny. Moravec's loyalties had not been constant, as the factual recital shows, *supra*. Thus, Mrs. Harkavy had no reason to believe, when Moravec's inquiry in March was conveyed through her case worker, that her fidelity to the Union was still intact; and she made the offer in June which Moravec rejected. When confronted, however, with the July 14 letter which Mrs. Harkavy decided had been "dictated and set up by noone but the union," I believe the facts establish that Mrs. Harkavy became convinced that her prior offer to Moravec had been an error. Moravec's letter was received by Respondent on July 16. Just 5 days later, Respondent hired Maenza, a floor worker, without contacting Moravec. Wendolowski's last day of work was August 1. Respondent did not hire another separator as such until August 11 when Behnke was put to work. It is fair to assume that in the meantime the separating work was continuing and the need for a fulltime separator persisted. It seems too unlikely for credence, therefore, that Respondent would not have contacted Moravec as part of its ongoing search in order to ascertain whether her letter signified a change in her school situation -- unless it did not want her back. And on the instant record, the reason for not wanting her back could only have been her connection with the Union.

I accordingly find that Respondent discriminated against Passannante, White, Moravec and Rugolo in violation of Section 8(a)(3) of the Act. 75/ The General Counsel, but not the Union, contends further that since the facts establish a layoff which, but for its unlawful expedition, would not have occurred until November, any other employee laid off in October was similarly a victim of Respondent's violation, and that this includes Delfino and Zimmerman. While I agree that the record, and particularly Mr. Harkavy's testimony, supports a finding that the layoff would not have occurred until November, and that technically perhaps Delfino and Zimmerman qualify as discriminatees, I see no indication that either of these individuals is interested in prosecuting this proceeding or desires the usual remedy, and I believe that the remedial purposes of the Act would amply be served in the circumstances by confining the usual remedy to the other individuals named.

Conclusions of Law

1. Respondent is an employer engaged in commerce within the meaning of Section 2(2), (6) and (7) of the Act.

2. The Union is a labor organization within the meaning of Section 2(5) of the Act.

3. Respondent has violated Section 8(a)(1) of the Act by interrogating, threatening and promising benefits to its employees in connection with their union activities, and by circulating a petition of defection from the Union.

4. Respondent has violated Section 8(a)(3) of the Act by prematurely laying off and thereafter denying reemployment to Margaret Passannante, Mary White, Donna Moravec and Grace Rugolo because of their support for the Union.

5. The aforesaid unfair labor practices affect commerce within the meaning of Section 2(6) and (7) of the Act.

6. Respondent did not violate the Act by Mrs. Harkavy's conversation with Nemec at her machine on October 7 or by the button incident on October 8, or by any conversations between Moravec and O'Connell; nor did Respondent violate Section 8(a)(4).

75/ Neither the General Counsel nor the Charging Party has challenged my dismissal of the 8(a)(4) allegation at the hearing based upon my agreement with Respondent that an 8(a)(4) finding, absent evidence specifically relating the discrimination found to the giving of testimony, would render any 8(a)(3) conduct after a hearing also a violation of Section 8(a)(4) *ipso facto*. This cannot be the law.

The Remedy

In order to remedy the unfair labor practices found herein, my recommended Order will require Respondent to cease and desist therefrom and, in view of the serious nature and variety of the violations and the likelihood of their recurrence, from infringing upon the Section 7 rights of its employees in any other manner. Moreover, in order to effectuate the policies of the Act my recommended Order will require Respondent to offer immediate rehire to Margaret Passannante, Mary White, Donna Moravec and Grace Rugolo; and to make them whole for any loss of earnings they may have suffered by reason of the discrimination against them by payment to each of them of a sum of money equal to that which she would have earned from the date of her layoff to October 31, 1974, and from the date she would have been rehired in the absence of the discrimination found to the date of receipt of a valid offer of rehire, less net earnings during such periods, with interest, in the manner prescribed in F. W. Woolworth Co., 90 NLRB 289, and Isis Plumbing & Heating Co., 138 NLRB 716. Rehire shall be to each employee's former position, or, if that job no longer exists, to a substantially equivalent position, or, if no such job is available at the time of the offer, to any job the employee can fill until such time as her former or substantially equivalent position becomes available, without prejudice to her seniority or other rights and privileges.

My recommended Order will further require Respondent, upon the Union's request, to bargain collectively and in good faith with the Union in the unit alleged in the complaint, in accordance with N.L.R.B. v. Gissel Packing Co., 395 U.S. 575, because I find Respondent's unfair labor practices so extensive and serious as to render impossible or at least unlikely the holding of a fair and free election. See N.L.R.B. v. General Stencils, Inc., 438 F. 2d 894, 902 (C.A. 2). Even absent the 8(a)(3) violation I would find the 8(a)(1) conduct, particularly Mr. Harkavy's speech, sufficient to support a bargaining order in such a small unit where the unfair labor practices need affect very few employees in order to foreclose a fair and free election. 76/ However, contrary to the Charging Party, I see no warrant for relief beyond the Board's usual remedies.

Upon the foregoing findings of fact and conclusions of law, and the entire record herein, and pursuant to Section 10(c) of the Act, I hereby recommend the following: 77/

76/ Respondent makes no mention in its brief, and has evidently abandoned its positions advanced at the February hearing, concerning (1) the sufficiency of the authorization cards, which I would find sufficient in any event; and (2) the adequacy of the bargaining demand which, again, I would find satisfactory but which is irrelevant in any event in the absence of any 8(a)(5) contention. Steel-Fab, Inc., 212 NLRB No. 25; Uniflex Rubber Corporation, 216 NLRB No. 102. n. 1.

77/ In the event no exceptions are filed as provided by Section 102.46 of the Rules and Regulations of the National Labor Relations Board, the findings, conclusions, and recommended Order herein shall, as provided in Section 102.48 of the Rules and Regulations, be adopted by the Board and become its findings, conclusions, and Order, and all objections thereto shall be deemed waived for all purposes.

ORDER

Respondent, Solboro Knitting Mills, Inc., its officers, agents, successors, and assigns, shall:

1. Cease and desist from:

(a) Coercively interrogating any of its employees concerning their union activities, views or sympathies, or those of their fellows.

(b) Threatening any of its employees with loss of jobs or plant closing or withholding of work if they choose Local 107, International Ladies' Garment Workers Union, AFL-CIO (the Union), or any other labor organization as their bargaining representative.

(c) Promising benefits to any of its employees to undermine their support for the Union or any other labor organization.

(d) Soliciting any of its employees to withdraw from the Union or any other labor organization.

(e) Laying off, denying rehire to, or otherwise discriminating against any of its employees because of their union activities.

(f) In any other manner interfering with, restraining or coercing any of its employees in the exercise of their rights under Section 7 of the National Labor Relations Act.

2. Take the following affirmative action necessary to effectuate the policies of the Act:

(a) Offer rehire to and make whole Margaret Passannante, Mary White, Donna Moravec and Grace Rugolo for any loss of pay suffered by reason of their premature layoff and denial of rehire in the manner set forth in the section of this Decision entitled "Remedy."

(b) Preserve and, upon request, make available to the Board or its agents, for examination and copying, all payroll records, social security records, timecards, personnel records and reports, as well as all other records necessary to analyze and compute the amount of backpay due hereunder.

(c) Upon request, bargain collectively and in good faith with the Union as the exclusive representative of all the employees in the following appropriate unit, and embody in a signed agreement any understanding reached:

> All production and maintenance employees of Respondent, employed at its Oakdale plant, exclusive of office clericals, guards and supervisors as defined in Section 2(11) of the Act.

(d) Post at its place of business in Oakdale, New York, copies of the attached notice marked "Appendix." 78/ Copies of said notic on forms provided by the Regional Director of Region 29, after being duly signed by an authorized representative of Respondent, shall be posted by Respondent, upon receipt thereof, and be maintained by it for a period of 60 days thereafter, in conspicuous places, including all places where notices to employees are customarily posted. Reasonable steps shall be taken by Respondent to insure that said notices are not altered, defaced c covered by any other material.

(e) Notify the Regional Director in writing, within 20 days from the date of this Order, what steps Respondent has taken to compl herewith.

IT IS FURTHER ORDERED that the complaint be dismissed insofar as it alleges violations of the Act not specifically found.

Dated at Washington, D. C. December 30, 1975.

Irving M. Herman
Administrative Law Judge

78/ In the event the Board's Order is enforced by a Judgment of the United States Court of Appeals, the words in the notice reading "POSTED BY ORDER OF THE NATIONAL LABOR RELATIONS BOARD" shall read "POSTED PURSUA TO A JUDGMENT OF THE UNITED STATES COURT OF APPEALS ENFORCING AN ORDER OF THE NATIONAL LABOR RELATIONS BOARD."

APPENDIX

FORM NLRB-4727
(9-69)

JD-740-75

NOTICE TO EMPLOYEES

POSTED BY ORDER OF THE NATIONAL LABOR RELATIONS BOARD

AN AGENCY OF THE UNITED STATES GOVERNMENT

WE WILL NOT coercively question any of our employees about their union activities, views or sympathies.

WE WILL NOT threaten any of our employees with loss of jobs or closing the plant or withholding work to avoid unionization.

WE WILL NOT promise benefits to any of our employees to undermine their support for any union.

WE WILL NOT solicit any of our employees to withdraw from any union.

WE WILL NOT lay off, deny rehire to, or otherwise discriminate against any of our employees because of union activity.

WE WILL NOT interfere in any other way with our employees' exercise of their rights under the National Labor Relations Act.

WE WILL rehire and make whole MARGARET PASSANNANTE, MARY WHITE, DONNA MORAVEC and GRACE RUGOLO for any loss of pay they may have suffered by reason of our discrimination against them.

WE WILL bargain collectively and in good faith with LOCAL 107, INTERNATIONAL LADIES' GARMENT WORKERS UNION, AFL-CIO, as the exclusive representative of our employees, in respect to rates of pay, wages, hours, and other terms and conditions of employment.

SOLBORO KNITTING MILLS, INC.

Dated ______________________ By ______________________________________
(Representative) (Title)

THIS IS AN OFFICIAL NOTICE AND MUST NOT BE DEFACED BY ANYONE

This notice must remain posted for 60 consecutive days from the date of posting and must not be altered, defaced, or covered by any other material. Any questions concerning this notice or compliance with its provisions may be directed to the Board's Office, 16 Court Street - 4th Floor, Brooklyn, NY, 11241 (Tel. No. 212 - 596-5386).

227 NLRB No. 89

MFJPW

D--1924
Oakdale, N.Y.

MP

Jan. 11, 1977

UNITED STATES OF AMERICA

BEFORE THE NATIONAL LABOR RELATIONS BOARD

SOLBORO KNITTING MILLS, INC.

and

LOCAL 107, INTERNATIONAL
LADIES' GARMENT WORKERS
UNION, AFL--CIO

Cases 29--CA--4058 and
29--CA--4571

DECISION AND ORDER

On December 30, 1975, Administrative Law Judge Irving M. Herman issued the attached Decision in this proceeding. Thereafter, Respondent filed exceptions and a supporting brief, General Counsel filed cross-exceptions and a supporting brief, Charging Party filed a brief in reply to Respondent's exceptions, and Respondent filed a brief in reply to General Counsel's cross-exceptions.

The Board has considered the record and the attached Decision in light of the exceptions and briefs and has decided to affirm the rulings, findings, and conclusions of the Administrative Law Judge and to adopt his recommended Order, as modified herein.

The Administrative Law Judge found that Respondent unlawfully interrogated, threatened, and promised benefits to employees and circulated a petition of defection from the Union in violation of Section 8(a)(1); and prematurely laid off and thereafter denied reemployment to Margaret Passannante, Mary White, Donna Moravec, and Grace Rugolo, in violation of Section 8(a)(3) of the Act. In view of such unfair labor practices, the Administrative Law Judge held that the holding of a fair election was precluded and that Respondent's unfair labor practices warrant issuance of a bargaining order.

We find, in agreement with the Administrative Law Judge, that a bargaining order is warranted. However, we do so for the additional reason that, as alleged in the complaint, Respondent, on or about October 4, 1974, refused and has continued to refuse to recognize and bargain collectively with the Union as representative of Respondent's employees, in violation of Section 8(a)(1).

In addition, we find Respondent's conduct also violated Section 8(a)(5), notwithstanding the absence of an 8(a)(5) allegation in the complaint. The complaint alleges only that Respondent's refusal to recognize and bargain with the Union as representative of its employees is violative of Section 8(a)(1). Such conduct is not alleged as an 8(a)(5) violation. Where, as here, conduct supportive of an 8(a)(5) finding is fully litigated in the course of establishing an 8(a)(1) violation, we find that, in order to effectuate the purposes and policies of the Act, a finding that Section 8(a)(5) was also violated is warranted. As found by the Administrative Law Judge, authorization cards had been signed by 9 of the 13 employees in the appropriate unit prior to October 4, 1974, the date the Union claimed majority status and made an oral request for recognition. At that time, Respondent indicated that it did not wish to be disturbed. When Respondent suggested that the Union make a written request, the Union promptly complied with the Respondent's request but Respondent failed to answer. Following the recognition demand on October 4, 1974, Respondent engaged in unlawful threats, interrogations, and discriminatory layoffs.

In view of the foregoing, we find that Respondent, by refusing to recognize or bargain with the Union on or after October 4, 1974, and by embarking instead upon a course of unfair labor practices designed to destroy the Union's majority status and preclude the holding of a fair election, violated Section 8(a)(1) and that such conduct also violated Section 8(a)(5) of the Act.

While we are in agreement with the Administrative Law Judge's finding that Respondent violated Section 8(a)(3) by denying reemployment to Margaret Passannante, Mary White, Donna Moravec, and Grace Rugolo because of their support for the Union, we also find, contrary to the Administrative Law Judge and our dissenting colleagues, that such violations occurred at a time antecedent to the Respondent's receipt of the individual discriminatees' written requests for reinstatement.

The Administrative Law Judge found that Respondent unlawfully laid off the discriminatees in October 1974, and further discriminated against them when it refused their applications for reinstatement in the summer of 1975. He found no discrimination, however, in Respondent's failure to recall the discriminatees during the week ending May 17, 1975, when Respondent began hiring or recalling other laid off employees. Such finding, however, places the burden on the discriminatees to initiate requests for reinstatement, thereby enabling Respondent to profit from its own wrongdoing should the discriminatees fail to make a prompt request seeking reemployment or should Respondent not receive such request because of a delay in mail deliveries, or for whatever reason. Neither the Administrative Law Judge nor the dissent have cited precedent for such departure from the purposes of the Act.

The Administrative Law Judge found that, "Absent evidence to contradict Mrs. Harkavy's testimony that Respondent's usual practice, on resuming production after a layoff, is not to recall the laid-off employees in the absence of notification of their availability and interest in returning, and in view of the employees' testimony that they were told to 'keep in touch,' I find no violation in any failure to recall prior to receipt of the written request therefor." Clearly, the adoption of such a finding by our dissenting colleagues ignores the fact that it is Respondent who violated the Act and it is also contrary to Board precedent in this area.

The Board has long held that when an employer unlawfully discharges an employee, it is incumbent on that employer to offer such discriminatee reinstatement.[1/] Thus, the burden clearly rests on the employer to initiate the action of reinstating an employee who would have continued his employment but for the employer's unlawful conduct. However, our dissenting colleagues now find that seasonal industries constitute an exception to such rule. Such a holding places the discriminatee in a seasonal operation in no better position than a new employee, i.e., he must make known his availability by notifying the employer who discriminated against him. We find this holding contrary to the purposes and policies of the Act, since the discrimination and its results are no less real or more tolerable because they occur in a seasonal operation.

In a case similar to the one herein and involving the unlawful discharge of employees allegedly for economic reasons, Carbide Tools, Incorporated,[2/] the

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[1/] Southern Greyhound Lines, Division of Greyhound Lines, Inc., 169 NLRB 627 (1968).

[2/] 205 NLRB 318 (1973).

Board affirmed an Administrative Law Judge's finding that, notwithstanding the employer's contention that it had never had a policy of recalling laid-off employees, such employment policies were inapplicable in the case of discriminatorily laid-off employees. As the employer had an obligation to reinstate the discriminatees, a necessary part of that obligation is the burden of notifying the employees of the opportunity for reinstatement.[3] That obligation is neither suspended nor discharged by the fact that the season may have come to an end after the discriminatory layoffs or by operation of Respondent's normal, if indeed it was normal, policy to require an application for employment in the next season. The discrimination against the employees in one season may well have coerced or restrained the discriminatees from applying for employment in the next season. Until Respondent eliminates such coercive effect by offering the discriminatees employment---which they may refuse---it has not ended or remedied its unfair labor practices. "It rest[s] upon the tort feasor to disentangle the consequences for which it is chargeable from those from which it is immune."[4]

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[3] See Amsterdam Wrecking & Salvage Co., Inc. v. Local 294, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, 472 F.2d 153 (C.A. 2, 1973), where the court found that a backpay order was proper although the Board had found that it could not be determined with certainty if the discriminatees would have returned to work sooner if Respondent had not imposed an unlawful condition on their reinstatement, since the discriminatees had previously indicated that they would return to work only if Respondent agreed to recognize the union. Additionally, the court found that "Any doubts regarding the employees' attitudes toward reinstatement properly were resolved against the employer . . . ."

[4] N.L.R.B. v. Remington Rand, Inc., 94 F.2d 862, 872 (C.A. 2, 1938), cert. denied 304 U.S. 576 (1938).

The record shows that, notwithstanding Respondent's professed policy of not initiating the recall of laid-off employees, Respondent admitted that it has not been consistent in adhering to its said past practice since it has, on occasion, recalled laid-off employees. Moreover, the discriminatees had no basis for believing that their requests for reinstatement would have been honored or acted upon favorably, in view of Respondent's denial of some requests and its failure to answer the others. Indeed, in view of the discrimination practiced against them, they had reason to believe their applications would not be acted upon favorably.

The dissent relies on the Company's policy of not initiating the recall of laid-off employees, even to the detriment of the interests of the discriminatees herein and notwithstanding that such finding thwarts the purposes and policies of the Act. It insists that the discriminatees must stand in the same position as the employees who were laid off when the work ran out. This hardly helps their argument, for even so this case involves unlawful and lawful terminations. Although nothing in the Act compels the Respondent to seek out the lawfully terminated employees to see if they wish reemployment, such an obligation does rest upon it with respect to those employees whose terminations were unlawful, for else the discrimination against them continues to operate. Nor are we left to mere theory as to the continuing nature of the unlawful discrimination in this case, for when these employees did seek reinstatement, Respondent denied it to them for the same reasons which led it to discriminate against them in the first place. Plainly it would have been futile for the discriminatees to apply for reemployment at the beginning of the season, even if they had had reason to believe, which they did not, that they were no longer persona non grata because of their union activities. In our view, as Respondent unlawfully terminated Passannante, White, Moravec, and Rugolo, it necessarily follows that it has the burden of rectifying its unlawful conduct by initiating the recall of the aforementioned discriminatees, notwithstanding the asserted temporary employment of the discriminatees or the seasonal status of the employing industry. It is Respondent who unlawfully disrupted the employer-employee relationship and not the discriminatees. Our dissenting colleagues have shifted the burden of rectifying Respondent's unlawful action from the transgressor to the victims.

Finally, our dissenting colleagues' finding that until the discriminatees communicated their availability and desire for employment to Respondent it could not be put to the test of whether it would rehire them, accords to the discriminatees rights which are no better than those of economic strikers making application to return to work. They profess concern that requiring Respondent to offer reinstatement to these employees would, "because of Respondent's unlawful conduct . . . excuse even a total failure by the discriminatees to request rehire." But that is always so with respect to unlawful discriminatory discharges or "terminations." The respondent always has the obligation to offer reinstatement. It can, by doing so, cut off its backpay liability if reemployment is refused. This has been the law for the 40 years this Board has administered the Act.[5/]

[5/] In support of its finding that the discriminatees did not have a superior right to reinstatement and were subject to the same requirements of Respondent's recall policy as the other employees when work became available, the dissent relies on Temperature Systems Corporation, 195 NLRB 1023 (1972), where the Board found that an employer who had discriminatorily discharged an employee before the completion of a particular job for which he was hired, was not (continued)

We cannot see how there can now be a serious question about this. Law, equity, justice, commonsense, and the record evidence in this case all weigh against the result reached by our dissenting colleagues.

Accordingly, we find that Respondent was obligated to offer to recall discriminatees Passannante, White, Moravec, and Rugolo when work first became available during the week ending May 17, 1975, and we shall order Respondent to offer immediate reinstatement to these discriminatees and to make them whole by the payment of backpay from that date until the date the discriminatees receive a valid offer of reinstatement from Respondent.[6]

Based on the foregoing and the entire record herein, we make the following:

Additional Conclusion of Law

Conclusions of Law 5 and 6 in the attached Administrative Law Judge's Decision are renumbered 6 and 7, respectively, and the following Conclusion of Law 5 is added:

"5. Respondent engaged in unfair labor practices in violation of Section 8(a)(1) and (5) of the Act by refusing on or about October 4, 1974, and at all times thereafter, to recognize and bargain with the Union in an appropriate unit of:

> All production and maintenance employees of Respondent, employed at its Oakdale plant, exclusive of office clericals, guards, and supervisors as defined in Section 2(11) of the Act."

5/ required to offer such employee reinstatement, because the discriminatee would have been terminated upon completion of the particular job. We find that decision readily distinguishable from the situation here, where the discriminatees and other employees are usually temporarily laid off between seasons and Respondent has a policy of rehiring its employees at the beginning of the new season. The discriminatees here have a continuing interest in their employment, subject only to temporary seasonal layoffs.

[6] Fire Alert Company, 223 NLRB No. 28 (1976).

Remedy

Having found that Respondent was obligated to offer reemployment to discriminatees Margaret Passannante, Mary White, Donna Moravec and Grace Rugolo when work first became available during the week ending May 17, 1975, we shall order Respondent to offer immediate reinstatement to these discriminatees and to make them whole by the payment of backpay from that date until the date the discriminatees receive a valid offer of reinstatement from Respondent.

ORDER

Pursuant to Section 10(c) of the National Labor Relations Act, as amended, the National Labor Relations Board adopts as its Order the recommended Order of the Administrative Law Judge as modified below and hereby orders that Respondent, Solboro Knitting Mills, Inc., Oakdale, New York, its officers, agents successors, and assigns, shall take the action set forth in the said recommended Order, as modified herein:

1. Renumber paragraph 1(f) as 1(g) and insert the following as paragraph 1(f):

"(f) Failing and refusing to recognize and bargain collectively, upon request, with Local 107, International Ladies' Garment Workers Union, AFL--CIO, as the exclusive representative of its employees in the appropriate unit described below. The appropriate bargaining unit is:

> All production and maintenance employees of Respondent, employed at its Oakdale plant, exclusive of office clericals, guards and supervisors as defined in Section 2(11) of the Act."

2. Substitute the following for paragraph 1(a):

"(a) Offer rehire to their old jobs or, if such jobs no longer exist, to substantially equivalent jobs, and make whole Margaret Passannante, Mary White, Donna Moravec, and Grace Rugolo for any loss of pay suffered by reason of their premature layoff and denial of rehire from the time when work first became available during the week ending May 17, 1975, until the date the discriminatees receive a valid offer of reinstatement from Respondent in the manner set forth in the section entitled the 'Remedy.'"

3. Substitute the attached notice for that of the Administrative Law Judge.

Dated, Washington, D.C. January 7, 1977

Betty Southard Murphy, Chairman

John H. Fanning, Member

Howard Jenkins, Jr., Member

(SEAL) NATIONAL LABOR RELATIONS BOARD

MEMBERS PENELLO AND WALTHER, dissenting in part:

Contrary to our colleagues of the majority, we would find, in agreement with the Administrative Law Judge, that the discrimination in the refusal to rehire Passannante, White, Moravec, and Rugolo occurred when the request for rehire by each was rejected rather than when, as our colleagues find, Respondent began hiring for the new busy season.

Respondent makes sweaters. The volume of its business and size of its employee complement is related to the season of the year and layoffs take place every fall and sometimes in the spring. Employees are hired only for the duration of the particular busy period, at the end of which they are laid off. They enjoy no right of recall nor is it Respondent's usual practice to initiate the recall of laid-off employees. Rather, its customary practice is not to rehire without some notification from the laid-off employee of his availability and interest in returning. Thus, no laid-off employee has any expectancy of further employment unless he at least communicates to Respondent his availability and desire for employment. By the same token, Respondent is under no obligation to initiate the recall of any laid-off employee. For all practical purposes, where reemployment is concerned, the laid-off employee is a terminated employee. If he wants further employment when work is again available, he must seek it.

In such circumstances we would not find that Respondent unlawfully refused to rehire Passannante, White, Moravec, and Rugolo before they requested rehire. When work became available in May 1975, following their discharges in early October 1974, the dischargees stood in precisely the same position as the employees who were legitimately laid off on about October 31 when work ran out. As of that date, all the employees, including the claimants, would have been laid off for lawful business reasons. In that status, any future employment with Respondent was determined by the action taken by them pursuant to Respondent's rehire policy described above. Until any of them communicated an availability and desire for employment, they would not normally even be considered for reemployment; and, in the case of the discriminatees, it follows that an unlawful refusal to hire could not be found. Until then, Respondent would not be put to the test of whether it would rehire them, and even the discriminatees' desire to return would not be known.[7]

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[7] Because of Respondent's unlawful conduct, the majority would excuse even a total failure by the discriminatees to request rehire. But the discriminatees themselves did not assert Respondent's conduct as a reason for the timing of their applications for hire. Indeed, the fact that they actually applied for work belies the futility explanation proffered on their behalf by the majority.

By making such finding, we are not, of course, closing our eyes to the fact that Passannante, White, Moravec, and Rugolo were unlawfully laid off. But Carbide Tools, Inc.,[8/] relied upon in the majority, does not require that we attach such controlling significance herein to this fact as does the majority. While the Board ordered the reinstatement of the dischargees there with backpay from the date of their discharge, that was because those employees would have continued to work indefinitely but for their unlawful layoff.[9/] However, notwithstanding the majority's view to the contrary, this is not the situation before us. Although Passannante, White, Moravec, and Rugolo were unlawfully laid off, this merely accelerated a termination which would have occurred in any event on about October 31 for lack of work. Hence our view noted above that, when work became available in 1975, all the employees laid off on about October 31 or who would have been laid off then for lack of work had not their layoff been unlawfully accelerated stood in the same shoes, subject to the requirements of the same recall policy. The claimants did not then have a superior right to the work over the others.

This conclusion is compelled by the circumstances of the case, especially the hiring and recall policy of Respondent. Contrary to the majority's accusations, it is not the creation of a general exception in so-called "seasonal industries"

[8/] Supra.

[9/] Note, for example, this finding in the case as to those employees: "The record is clear . . . that the laid-off employees were not told when hired that their jobs were temporary, that they were not warned of layoff on completion of the job on which they were working. . . ."

cases to the practice normally followed by the Board in remedying unlawful discharges or refusals to hire nor an aberration in the Board's 40 years of administering the Act.[10/]

Accordingly, we dissent from the majority's finding that the discriminatees should be made whole from the date work became available on May 17, 1975.

Dated, Washington, D.C. January 7, 1977

John A. Penello, Member

Peter D. Walther, Member

NATIONAL LABOR RELATIONS BOARD

[10/] We need only note the recent case of Temperature Systems Corporation, 195 NLRB 1023 (1972), wherein an employee hired for the duration of a particular job was discriminatorily discharged before completion of the job. The Board held: "We believe the policies of the Act would be best effectuated by not requiring reinstatement, since Dukart's employment would have been terminated upon completion of the Magic Pan job. We accordingly limit backpay to the date Respondent completed work at the Magic Pan restaurant."

We do not regard Temperature Systems Corporation as a distinguishable case and our colleagues' refusal to recognize this fact underlies the error of their position. As already explained, Respondent's employees are hired for the duration of a particular busy season at the end of which they are, for all practical purposes, terminated; when further work becomes available, they are not entitled to it by virtue of prior employment but must seek it, if desired, as any other applicant. So in Temperature Systems Corporation. The discriminatee there was hired for a particular job upon the conclusion of which he would have been terminated. In both cases the employees were discharged before the completion of the season or job for which they were hired. But none of the employees suffered a loss of pay beyond the date his employment would have ended for business reasons by virtue of his discharge.

APPENDIX

NOTICE TO EMPLOYEES

Posted by Order of the
National Labor Relations Board
An Agency of the United States Government

WE WILL NOT coercively question any of our employees about their union activities, views or sympathies.

WE WILL NOT threaten any of our employees with loss of jobs or closing the plant or withholding work to avoid unionization.

WE WILL NOT promise benefits to any of our employees to undermine their support for any union.

WE WILL NOT solicit any of our employees to withdraw from any union.

WE WILL NOT lay off, deny rehire to, or otherwise discriminate against any of our employees because of union activity.

WE WILL NOT fail and refuse to bargain collectively, upon request with Local 107, International Ladies' Garment Workers Union, AFL--CIO, as the exclusive representative of our employees in the appropriate unit described below. The bargaining unit is:

> All production and maintenance employees of Respondent, employed at its Oakdale plant, exclusive of office clericals guards, and supervisors as defined in Section 2(11) of the Act.

WE WILL NOT interfere in any other way with our employees' exerci of their rights under the National Labor Relations Act.

WE WILL offer rehire to their jobs or, if such jobs no longer exist, to substantially equivalent jobs, and make whole Margaret Passannante, Mary White, Donna Moravec, and Grace Rugolo for any loss of pay they may have suffered by reason of our discrimination against them, from the time when work first became available during the week ending May 17, 1975, until the date the discriminatees receive a valid offer of reinstatement from the Respondent.

D--1924

WE WILL bargain collectively and in good faith with Local 107, International Ladies' Garment Workers Union, AFL--CIO, as the exclusive representative of our employees, in respect to rates of pay, wages, and other terms and conditions of employment.

SOLBORO KNITTING MILLS, INC.
(Employer)

Dated ______________ By ______________________
(Representative) (Title)

This is an official notice and must not be defaced by anyone.

This notice must remain posted for 60 consecutive days from the date of posting and must not be altered, defaced, or covered by any other material. Any questions concerning this notice or compliance with its provisions may be directed to the Board's Office, 16 Court Street, Fourth Floor, Brooklyn, New York 11241, Telephone 212--330--7709.

FORM NLRB-501
(2-67)

Form Approved
Budget Bureau No. 64-R001.12

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD

CHARGE AGAINST EMPLOYER

INSTRUCTIONS: File an original and 4 copies of this charge with NLRB regional director for the region in which the alleged unfair labor practice occurred or is occurring.

DO NOT WRITE IN THIS SPACE
Case No. 29-Ca 4058
Date Filed 10-21-74

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer Soloboro Knitting Mills, Inc.		b. Number of Workers Employed 13
c. Address of Establishment (Street and number, city, State, and ZIP code) 15 Pond Road, Oakdale, New York 11769	d. Employer Representative to Contact Murray Harkavy, President	e. Phone No. (516) 567-0688
f. Type of Establishment (Factory, mine, wholesaler, etc.) Factory	g. Identify Principal Product or Service Knitted Sweaters	

h. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (3) (List subsections) of the National Labor Relations Act, and these unfair labor practices are unfair labor practices affecting commerce within the meaning of the Act.

2. Basis of the Charge (Be specific as to facts, names, addresses, plants involved, dates, places, etc.)

SEE RIDER ATTACHED

By the above and other acts, the above-named employer has interfered with, restrained, and coerced employees in the exercise of the rights guaranteed in Section 7 of the Act.

3. Full Name of Party Filing Charge (If labor organization, give full name, including local name and number)

Local 107, International Ladies' Garment Workers' Union

4a. Address (Street and number, city, State, and ZIP code) 2 Shore Lane, Bay Shore, New York 11706	4b. Telephone No. (516) 666-5200

5. Full Name of National or International Labor Organization of Which It Is an Affiliate or Constituent Unit (To be filled in when charge is filed by a labor organization)

International Ladies' Garment Workers' Union, AFL-CIO

6. DECLARATION

I declare that I have read the above charge and that the statements therein are true to the best of my knowledge and belief.

By ______________________ (Signature of representative or person filing charge)

Attorney (Title, if any)

Address 1710 Broadway, New York, N.Y. 10019 (212) 265-7000 (Telephone number) October 17, 1974 (Date)

WILLFULLY FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

GPO 768-071

GCX 1a

RIDER

Since on or about October 4, 1974, and in response to the Union's demand for recognition and its offer to prove its majority status, the Employer, through its officers, agents and representatives has:

A. Violated Section 8(a)(3) of the Act by:

1. Discriminatorily laying off and subsequently refusing to recall employees Mary M. White and Donna Moravec in order to discourage union membership and activity.
2. Discriminatorily laying off and subsequently discharging employee Grace Rugolo in order to discourage union membership and activity.

B. Violated Section 8(a)(1) of the Act by:

1. Threatening to close the shop if the employees elected union representation.
2. Unlawfully directing employees to remove union buttons.
3. Soliciting and coercing employees into withdrawing their union authorizations.
4. Interrogating employees concerning their union sentiments and activities and the sentiments and activities of other employees.
5. Promising benefits if the employees would reject union representation.
6. Threatening employees with loss of benefits and discharge if they supported the union.

FORM NLRB-501
(2-67)

70

Form Approved
Budget Bureau No. 64-R001.12

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD

FIRST AMENDED CHARGE AGAINST EMPLOYER

INSTRUCTIONS: File an original and 4 copies of this charge with NLRB regional director for the region in which the alleged unfair labor practice occurred or is occurring.

DO NOT WRITE IN THIS SPACE
Case No. 29-CA-4058
Date Filed 10-24-74

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer: Solboro Knitting Mills, Inc.

b. Number of Workers Employed: 13

c. Address of Establishment (Street and number, city, State, and ZIP code): 15 Pond Road, Oakdale, NY 11769

d. Employer Representative to Contact: Murray Harkavy, President

e. Phone No.: (516) 567-0688

f. Type of Establishment (Factory, mine, wholesaler, etc.): Factory

g. Identify Principal Product or Service: Knitted Sweaters

h. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8 (a), subsections (1) and (3) (List subsections) of the National Labor Relations Act, and these unfair labor practices are unfair labor practices affecting commerce within the meaning of the Act.

2. Basis of the Charge (Be specific as to facts, names, addresses, plants involved, dates, places, etc.)

SEE RIDER ATTACHED

By the above and other acts, the above-named employer has interfered with, restrained, and coerced employees in the exercise of the rights guaranteed in Section 7 of the Act.

3. Full Name of Party Filing Charge (If labor organization, give full name, including local name and number)
Local 107, International Ladies' Garment Workers' Union

4a. Address (Street and number, city, State, and ZIP code)
2 Shore Lane, Bay Shore, NY 11706

4b. Telephone No.
(516) 666-5200

5. Full Name of National or International Labor Organization of Which It Is an Affiliate or Constituent Unit (To be filled in when charge is filed by a labor organization)
International Ladies' Garment Workers' Union, AFL-CIO

6. DECLARATION

I declare that I have read the above charge and that the statements therein are true to the best of my knowledge and belief.

By Kushner (Signature of representative or person filing charge) Attorney (Title, if any)

Address 1710 Broadway
New York, NY 10019

(212) 265-7060 (Telephone number)

October 23, 1974 (Date)

WILLFULLY FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

GPO 768-071

RIDER

Since on or about October 4, 1974, and in response to the Union's demand for recognition and its offer to prove its majority status, the Employer, through its officers, agents and representatives has:

A. Violated Section 8(a)(3) of the Act by:

1. Discriminatorily laying off and subsequently refusing to recall employees Mary M. White, Donna Moravec, and Margaret Passannante in order to discourage union membership and activity.

2. Discriminatorily laying off and subsequently discharging employee Grace Rugolo in order to discourage union membership and activity.

3. Discriminating against Joyce Brown by reducing her work, hours of employment, earnings, etc., in order to discourage union membership and activity.

B. Violated Section 8(a)(1) of the Act by:

1. Threatening to close the shop if the employees elected union representation.

2. Unlawfully directing employees to remove union buttons.

3. Soliciting and coercing employees into withdrawing their union authorizations.

4. Interrogating employees concerning their union sentiments and activities and the sentiments and activities of other employees.

5. Promising benefits if the employees would reject union representation.

6. Threatening employees with loss of benefits and discharge if they supported the union.

ORIGINAL

UNITED STATES OF AMERICA
BEFORE THE NATIONAL LABOR RELATIONS BOARD
REGION 29

GC#1(e)

SOLBORO KNITTING MILLS, INC.

and Case No. 29-CA-4058

LOCAL 107, INTERNATIONAL LADIES'
GARMENT WORKERS UNION, AFL-CIO

COMPLAINT AND NOTICE OF HEARING

It having been charged by Local 107, International Ladies Garment Workers Union, AFL-CIO herein called the Union, that Solboro Knitting Mills, Inc. herein called Respondent has engaged in, and is engaging in, certain unfair labor practices affecting commerce as set forth and defined in the National Labor Relations Act, as amended, 29 U.S.C., Sec. 151, et seq. herein called the Act, the General Counsel of the National Labor Relations Board herein called the Board, on behalf of the Board, by the undersigned Regional Director for Region 29, pursuant to Section 10(b) of the Act and the Board's Rules and Regulations - Series 8, as amended, Section 102.15, hereby issues this Complaint and Notice of Hearing and alleges as follows:

1. The Charge in this proceeding was filed by the Union on October 21, 1974, and served by registered mail upon Respondent on October 21, 1974.

The First Amended Charge in this proceeding was filed by the Union on October 24, 1974, and served by registered mail upon Respondent on October 25, 1974.

2. Respondent is, and has been at all times material herein, a corporation duly organized under, and existing by virtue of, the laws of the State of New York.

GCX1c

3. At all times material herein Respondent has maintained its principal office and place of business at 15 Pond Road, in the Town of Oakdale, County of Nassau, State of New York, herein called the Oakdale plant where it is, and has been at all times material herein, engaged in the providing and sale of knitting, sewing, and related services in the contracting for manufacture of knitted sweaters, and related products.

4. (a) During its past fiscal year, which period is representative of its operations generally, Respondent in the course and conduct of its business, derived gross revenues therefrom in the amount of $135,000.

(b) During that same period the Respondent made sales of services valued in excess of $50,000 to business enterprises located within the State of New York, each of which enterprises annually produces or sells goods valued in excess of $50,000 which it ships directly out of the state wherein the enterprise is located.

5. Respondent is, and has been at all times material herein, an employer engaged in commerce within the meaning of Section 2(2), (6) and (7) of the Act.

6. The Union is, and has been at all times material herein, a labor organization within the meaning of Section 2(5) of the Act.

7. Murray Harkavy, also known as Mr. Murray, is, and has been at all times material herein, the President of the Respondent, acting on its behalf, and an agent thereof.

8. Rita Harkavy, also known as Mrs. Murray, is, and has been at all times material herein, Director of the Respondent, acting on its behalf, an agent thereof.

9. Josephine O'Connell is, and has been at all times material herein, a forelady-in-training of the Respondent, acting on its behalf and an agent thereof.

10. All production and maintenance employees of Respondent, employed at its Oakdale plant, exclusive of office clericals, guards and supervisors as defined in Section 2(11) of the Act, constitute a unit appropriate for

the purposes of collective bargaining within the meaning of Section 9(b) of the Act.

11. On or before October 3, 1974, a majority of the employees of Respondent, in the unit described above in paragraph 10, designated and selected the Union as its representative for the purposes of collective bargaining with Respondent, and at all times since said date, the Union, by' virtue of Section 9(a) of the Act, has been, and is now, the exclusive representative of all the employees in that unit for the purposes of collective bargaining.

12. On or about October 4, 1974, the Union requested Respondent to recognize it as the exclusive collective bargaining representative of the Respondent's employees in the unit described above in paragraph 10, and requested Respondent to bargain collectively with it as the exclusive collective bargaining representative of Respondent's employees in the unit described above in paragraph 10 with respect to rates of pay, wages, hours of employment and other terms and conditions of employment of such employees.

13. On or about October 4, 1974, Respondent refused, and since said date has continued to refuse to recognize and to bargain collectively with the Union as the exclusive collective bargaining representative of Respondent's employees in the unit described above in paragraph 10.

14. On or about October 8, 1974, and October 10, 1974, and in other dates presently unknown in the months of October and November 1974, Respondent by Murray Harkavy, its President and agent, interrogated its employees concerning the employees' membership in, acitivities on behalf of, and sympathy in and for the Union.

15. On or about October 4, 1974, October 7, 1974, October 8, 1974, and October 10, 1974, and on other dates presently unknown during the months of October and November 1974, Respondent by Rita Harkavy, its Director and agent interrogated its employees concerning the employees' membership in, activities on behalf of, and sympathy in and for the Union.

16. On or about October 4, 1974, and October 9, 1974, Respondent, by Murray Harkavy its President and agent, threatened its employees with

with discharge and lay-off, and other reprisals if they became or remained members of the Union, and if they gave, or continued to give, any assistance or support to it.

17. On or about October 5, 1974 and October 6, 1974, Respondent, by Josephine O'Connell, its agent, encouraged and induced its employees to withdraw their support from the Union and to refrain from giving any assistance or support to it, and to abandon their membership in and activity on its behalf.

18. (a) On or about October 5, and 6, 1974, Respondent, by Josephine O'Connell, its agent, threatened its employees with discharge and lay-off, and other reprisals if they became or remained members of the Union or if they gave or continued to give any assistance or support to it.

(b) On or about October 5 and 6, 1974, Respondent, by Josephine O'Connell, its agent, offered and promised to employees wage increases, improved job security, and other improvements in their working conditions and terms of employment to induce them to refrain from becoming or remaining members of the Union, and to refrain from giving any assistance or support to it, and to induce them to abandon their membership in and activity on its behalf.

19. (a) On or about the dates listed below, Respondent laid off the following named employees:

Margaret Passannante	October 4, 1974
Mary White	October 7, 1974
Donna Moravec	October 8, 1974
Grace Rugolo	October 8, 1974
Julia Delfino	October 21, 1974
Andrew Zimmerman	October 25, 1974

(b) Since the dates of layoff of the employees as described above in subparagraph (a), Respondent has failed and refused to recall or offer to recall said employees to their former or substantially equivalent positions of employment.

20. Respondent engaged in the conduct as described above in paragraph 19 because said employees joined and assisted the Union and engaged in other concerted activity for the purpose of collective bargaining and mutual aid and protection.

21. By the acts described above in paragraphs 13 through 20, and by each of said acts, Respondent interfered with, restrained and coerced, and is interfering with, restraining and coercing its employees in the exercise of the rights guaranteed in Section 7 of the Act, and thereby engaged in and is engaging in unfair labor practices affecting commerce within the meaning of Section 8(a)(1) and Section 2(6) and (7) of the Act.

22. By the acts described above in paragraphs 19 and 20, and by each of said acts, the Respondent discriminated and is discriminating in regard to the hire and tenure and terms and conditions of employment of its employees, thereby discouraging membership in a labor organization, and thereby engaged in, and is engaging in, unfair labor practices affecting commerce within the meaning of Section 8(a)(3) and Section 2(6) and (7) of the Act.

23. The unfair labor practices set forth in paragraphs 13 through 20, are so serious and substantial in character and effect as to warrant the entry of a remedial order requiring the Respondent to recognize and bargain with the Union in the unit appropriate for collective bargaining described above in paragraph 10.

24. The acts of the Respondent described above in paragraphs 13 through 20 occurring in connection with the operations of the Respondent described above in paragraphs 2 through 5, have a close, intimate, and substantial relation to trade, traffic, and commerce among the several States and tend to lead to labor disputes burdening and obstructing commerce and the free flow of commerce.

PLEASE TAKE NOTICE that on the 13th day of February, 1975 at 11:00 a.m. 16 Court Street, Fourth Floor, in the Borough of Brooklyn, in the City and State of New York and consecutive days thereafter until concluded, a hearing will be conducted before a duly designated Administrative Law Judge of the

National Labor Relations Board on the allegations set forth in the above Complaint, at which time and place you will have the right to appear in person, or otherwise, and give testimony. Form NLRB-4668, Statement of Standard Procedures In Formal Hearings Held Before the National Labor Relations Board In Unfair Labor Practice Cases, is attached.

You are further notified that, pursuant to Sections 102.20 and 102.21 of the Board's Rules and Regulations, the Respondent shall file with the undersigned Regional Director, acting in this matter as agent of the National Labor Relations Board, an original and four (4) copies of an answer to the said Complaint within ten (10) days from the service thereof, and that unless it does so all the allegations in the Complaint shall be deemed to be admitted by it to be true and may be so found by the Board. Immediately upon the filing of its answer, Respondent shall serve a copy thereof on each of the other parties.

Dated at Brooklyn, New York this 6th day of January, 1975.

Samuel M Kaynard
Samuel M Kaynard

Samuel M. Kaynard
Regional Director
National Labor Relations Board
Region 29
16 Court Street
Brooklyn, New York 11241

FORM NLRB-4668
(1-73)

(C CASES)

SUMMARY OF STANDARD PROCEDURES IN FORMAL HEARINGS HELD BEFORE THE NATIONAL LABOR RELATIONS BOARD IN UNFAIR LABOR PRACTICE PROCEEDINGS PURSUANT TO SECTION 10 OF THE NATIONAL LABOR RELATIONS ACT, AS AMENDED

The hearing will be conducted by an Administrative Law Judge of the National Labor Relations Board. He will preside at the hearing as an independent, impartial trier of the facts and the law and his decision in due time will be served on the parties. His headquarters are either in Washington, D.C. or San Francisco, California.

At the date, hour, and place for which the hearing is set, the Administrative Law Judge, upon the joint request of the parties, will conduct a "prehearing" conference, prior to or shortly after the opening of the hearing, to assure that the issues are sharp and clear-cut; or he may, on his own initiative, conduct such a conference. He will preside at any such conference, but he may, if the occasion arises, permit the parties to engage in private discussions. The conference will not necessarily be recorded, but it may well be that the labors of the conference will be evinced in the ultimate record -- for example, in the form of statements of position, stipulations, and concessions. Except under unusual circumstances, the Administrative Law Judge conducting the prehearing conference will be the one who will conduct the hearing; and it is expected that the formal hearing will commence or be resumed immediately upon completion of the prehearing conference. No prejudice will result to any party unwilling to participate in or to make stipulations or concessions during any prehearing conference.

(This is not to be construed as preventing the parties from meeting earlier for similar purposes. To the contrary, the parties are encouraged to meet prior to the time set for hearing in an effort to narrow the issues.)

Parties may be represented by an attorney or other representative and present evidence relevant to the issues.

An official reporter will make the only official transcript of the proceedings, and all citations in briefs and arguments must refer to the official record. The Board will not certify any transcript other than the official transcript for use in any court litigation. Proposed corrections of the transcript should be submitted, either by way of stipulation or motion, to the Administrative Law Judge for his approval.

All matter that is spoken in the hearing room while the hearing is in session will be recorded by the official reporter unless the Administrative Law Judge specifically directs off-the-record discussion. In the event that any party wishes to make off-the-record statements, a request to go off the record should be directed to the Administrative Law Judge and not to the official reporter.

Statements of reasons in support of motions and objections should be specific and concise. The Administrative Law Judge will allow an automatic exception to all adverse rulings, and, upon appropriate order, an objection and exception will be permitted to stand to an entire line of questioning.

UNITED STATES OF AMERICA
BEFORE THE NATIONAL LABOR RELATIONS BOARD
REGION 29

---X

SOLBORO KNITTING MILLS, INC. :

and : **ANSWER**

LOCAL 107, INTERNATIONAL LADIES' : Case No. 29-CA-4058
GARMENT WORKERS UNION, AFL-CIO :

---X

Respondent, SOLBORO KNITTING MILLS, INC., by its attorneys, Rains, Pogrebin & Scher, for its answer to the complaint herein, alleges as follows:

FIRST: Admits each and every allegation contained in paragraphs numbered "1", "2", "3", "4", "5", "6", "7", "8", "10", "13", and "19(a)".

SECOND: Denies each and every allegation contained in paragraphs numbered "9", "11", "12", "14", "15", "16", "17", "18", "19(b)", "20", "21", "22", "23", and "24".

WHEREFORE, respondent prays for a dismissal of the complaint in its entirety.

Dated: January 17, 1975

RAINS, POGREBIN & SCHER
Attorneys for Respondent
By: Martin H. Scher
Martin H. Scher

210 Old Country Road
Mineola, New York 11501
(516) 742-1470

GCx 2 Id
2-19-75
P.R.

INTERNATIONAL LADIES' GARMENT WORKERS' UNION

AFFILIATED WITH THE A.F.L.-C.I.O.

AUTHORIZATION CARD

I, of my own free will, hereby authorize the INTERNATIONAL LADIES' GARMENT WORKERS' UNION, its affiliates and its representatives, to act exclusively as my agent and representative for the purpose of collective bargaining.

Print Name GRACE RUGOLO
Address 8 SHORT AVE
(Street and Number)
City Patchogue State NY
Employed by Solford Knit Wear Inc
Employer's Address 15 Pond Rd Oakdale
Signature Grace Rugolo Date 7/31/74

Form AD 78D-A

GCx2

GCX3 #6
2-19-75
P.R

INTERNATIONAL LADIES' GARMENT WORKERS' UNION

AFFILIATED WITH THE A.F.L.-C.I.O.

AUTHORIZATION CARD

I, of my own free will, hereby authorize the INTERNATIONAL LADIES' GARMENT WORKERS' UNION, its affiliates and its representatives, to act exclusively as my agent and representative for the purpose of collective bargaining.

Print Name CARMEN R GONZALEZ

Address 185 Hill Circle
(Street and Number)

City CALVERTON NY State NY. 11933

Employed by Sol Boro

Employer's Address 15 Pond Rd. Oakdale

Signature Carmen Gonzalez Date 8/6/74

Form AD 78D-A

GCX3

83

SINDICATO INTERNACIONAL DEL VESTUARIO FEMENINO AFILIADO CON LA AFL-CIO
(International Ladies' Garment Workers' Union)

[illegible]

TARJETA DE AUTORIZACION

Yo, de mi propia y libre voluntad, por la presente autorizo a la INTERNATIONAL LADIES' GARMENT WORKERS' UNION, sus filiales y sus representantes, a actuar exclusivamente como mi agente y representante con el propósito de negociar colectivamente.

Nombre con letra de imprenta Ana Nemec

Dirección 1065 Ocean Ave
(Calle y Numero)

Ciudad Bohemia Estado N.Y.

Empleado por Solboro

Dirección de compañía 15 Pond Rd. Oakdale

Firma Ana Nemec Fecha 8/9/74

10M–10-71
Form AD 78D-SP

426

GCX4

GCX 5 12-19-75

INTERNATIONAL LADIES' GARMENT WORKERS' UNION

AFFILIATED WITH THE A.F.L.-C.I.O.

AUTHORIZATION CARD

I, of my own free will, hereby authorize the INTERNATIONAL LADIES' GARMENT WORKERS' UNION, its affiliates and its representatives, to act exclusively as my agent and representative for the purpose of collective bargaining.

Print Name Josephine T. O'Connell

Address 18 Bartley Lane (Street and Number)

City West Sayville. State N.Y.

Employed by Solbdro Knitting

Employer's Address 15 Pond Rd. Oakdale

Signature Josephine T. O'Connell Date 10-1-74

Form AD 78D-A

GCX5

GCx6 [illegible]

INTERNATIONAL LADIES' GARMENT WORKERS' UNION

AFFILIATED WITH THE A.F.L.-C.I.O.

AUTHORIZATION CARD

I, of my own free will, hereby authorize the INTERNATIONAL LADIES' GARMENT WORKERS' UNION, its affiliates and its representatives, to act exclusively as my agent and representative for the purpose of collective bargaining.

Print Name Carmela Cacoperdo
Address 32 Academy Lane (Street and Number)
City Oakdale State N. Y.
Employed by Salbozo Knitting Mills
Employer's Address 15 Pond Rd.
Signature Carmela Cacoperdo Date Oct 3, 1974

Form AD 78D-A

GCX6

GCX 7
2-19-75

INTERNATIONAL LADIES' GARMENT WORKERS' UNION

AFFILIATED WITH THE A.F.L.-C.I.O.

AUTHORIZATION CARD

I, of my own free will, hereby authorize the INTERNATIONAL LADIES' GARMENT WORKERS' UNION, its affiliates and its representatives, to act exclusively as my agent and representative for the purpose of collective bargaining.

Print Name DONNA MORAVEC

Address 603 N. GILLETTE AVE BAYPORT
(Street and Number)

City ________ State ________

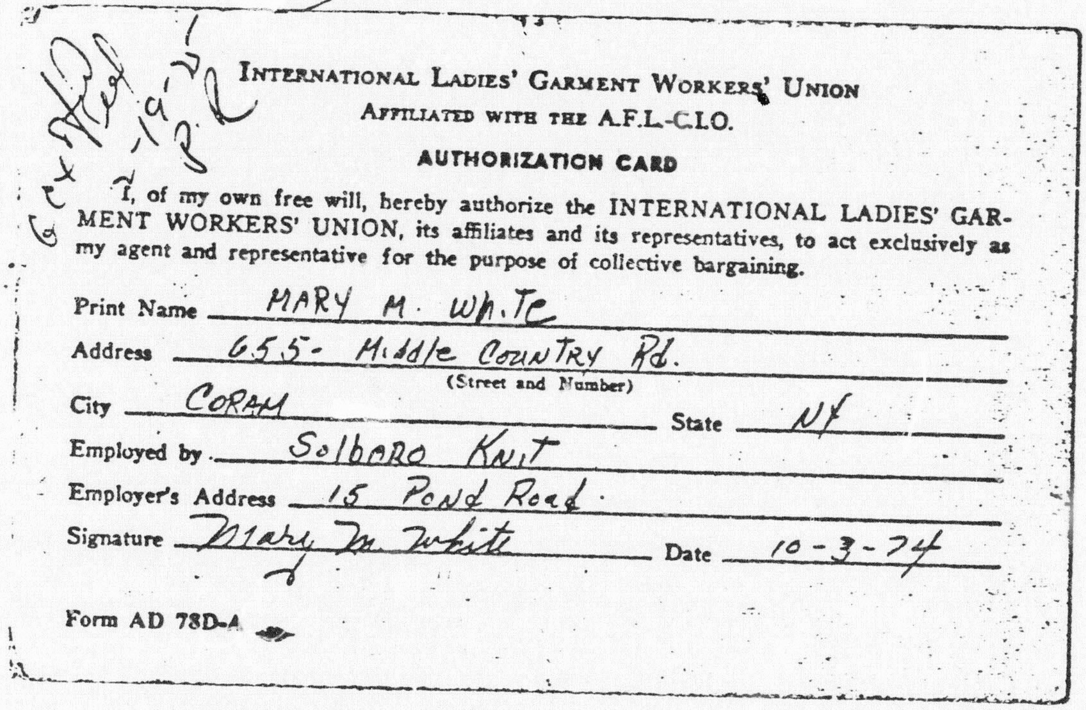
Employed by Solbro Knitt

Employer's Address 15 Pond Rd. Oakdale

Signature Donna Moravec Date 10/3/74

Form AD 78D-A

GCX 7



Gcx Recd 2-19-[illegible] P R

International Ladies' Garment Workers' Union

Affiliated with the A.F.L.-C.I.O.

AUTHORIZATION CARD

I, of my own free will, hereby authorize the INTERNATIONAL LADIES' GARMENT WORKERS' UNION, its affiliates and its representatives, to act exclusively as my agent and representative for the purpose of collective bargaining.

Print Name MARY M. White

Address 655- Middle COUNTRY Rd.
(Street and Number)

City CORAM State NY

Employed by Solboro Knit

Employer's Address 15 Pond Road

Signature Mary M. White Date 10-3-74

Form AD 78D-A

GCX 8

GCx9

2-19-75

INTERNATIONAL LADIES' GARMENT WORKERS' UNION
AFFILIATED WITH THE A.F.L.-C.I.O.

AUTHORIZATION CARD

I, of my own free will, hereby authorize the INTERNATIONAL LADIES' GARMENT WORKERS' UNION, its affiliates and its representatives, to act exclusively as my agent and representative for the purpose of collective bargaining.

Print Name JOYCE BROWN

Address 99 Atlantic AVE
(Street and Number)

City BLUE Point State N.Y.

Employed by SOLBORD KNitting WEAR

Employer's Address

Signature Joyce Brown Date Oct 3, 1974

Form AD 78D-A

GCX9

OCT 7 - 197

western union Mailgram

UNITED STATES POSTAL SERVICE U.S. MAIL

MGMNYAT HSB
2-011607E277002 10/04/74
ICS IPMMTZZ CSP
1 5166665200 MGM TDMT BAYSHORE NY 10-04 1040A EDT
ZIP 11706

89

INTERNATIONAL LADIES GARMENTS WORKERS UNION
(GS) 2 SHORE LN
BAYSHORE NY 11706

THIS MAILGRAM IS A CONFIRMATION COPY OF THE FOLLOWING MESSAGE:

516665200 TDMT BAYSHORE NY 33 10-04 1040A EDT
FON 5165670688
SOLBORO KNITTING MILLS INC
ATTN MR MURRAY HARKAVY 15 POND RD
OAKDALE NY 11769

CONFIRMING OUR VISIT TODAY REPEAT THE MAN FOR RECOGNITION AS COLLECTIVE BARGINING AGENT FOR SOLBORO KNITTING MILLS INCORPORATED WORKERS WE ARE PREPARED TO PROVE OUR MAJORITY STATUS THIS IS A CONTINEOUS DEMAND

GUSPAR SCIACCA LOCAL 107 INTERNATIONAL LADIES GARMENTS WORKERS UNION

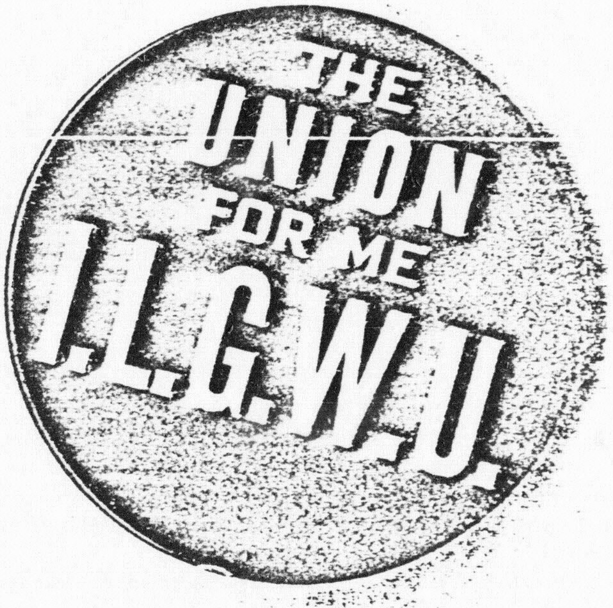
10:40 EDT

MGMNYAT HSB

GCX10

GCx10 [illegible]
7-19-75 [illegible]

90


THE
UNION
FOR ME
I.L.G.W.U.

GCX 11

GCX 12 for id 12-19-75

INTERNATIONAL LADIES' GARMENT WORKERS' UNION

AFFILIATED WITH THE A.F.L.-C.I.O.

AUTHORIZATION CARD

I, of my own free will, hereby authorize the INTERNATIONAL LADIES' GARMENT WORKERS' UNION, its affiliates and its representatives, to act exclusively as my agent and representative for the purpose of collective bargaining.

Print Name MARGARET PASSANNANTE.

Address 61 Edgewood Av (Street and Number)

City Oakdale, N.Y. State N.Y.

Employed by Solberg Knitting Mills

Employer's Address 15 Pond St Oakdale, N.Y.

Signature Margaret Passannante Date 10/3/74

Form AD 78D-A

GCX 12

PURCHASE ORDER

NUMBER 5047N
DATE 4/22/74

FROM
☐ BANFF INTERNATIONAL LTD.
☒ SWEATERBEE BY BANFF LTD.
☐ NORMANO BY BANFF LTD.
☐ MACHENRY SPORTSWEAR LTD.
☐ BEEWEAR SPORTSWEAR LTD.
☐

OC 9/14 - [illegible] 2/27/75

☐ SHOWROOM
1410 BROADWAY, N.Y., N.Y. 10018
TELEPHONE (212) 736-4590
CABLE ATBANFF TELEX 422620

☐ OFFICES
90 INIP DRIVE, INWOOD, N.Y. 11686
TELEPHONE (212) 337-6000 TELEX 960214

☐ 1407 BROADWAY, N.Y., N.Y. 10018
TELEPHONE (212) 736-4590

☒ OFFICES CONT'D
1384 BROADWAY, N.Y., N.Y. 10018
TELEPHONE (212) 736-4590

☐ 20503 SOUTH BELSHAW
CARSON, CALIF. 90746

☐ 380 STATE HIGHWAY 46
TOTOWA, NEW JERSEY 07512
TELEPHONE (212) 695-4749

INTERNATIONAL OFFICES
- 664 NATHAN ROAD, 7TH FLOOR, KOWLOON, HONG KONG
CABLE ATBANFF HONG KONG TELEX 7803853
- 406 TUN HWA SOUTH ROAD, SUITE 58
TAIPEI, TAIWAN CABLE ATBANFF Taipei
- LUNGARNO SERRISTORI 35, FLORENCE, ITALY
CABLE BELGIAC FLORENCE

PURCHASED FROM

Solbere Ktg Mills, Inc
15)Pond Road
Oakdale, N.Y. 11769

DELIVERY REQUIREMENTS

May 30th As Ready
June 30th Complete

OUR STYLE	YOUR STYLE	SEASON	VISA CLASS	WEIGHT PER DOZEN	PRICE
1996		Fall 74		20	$58.00

DOZENS	UNITS	COLOR	OUR COLOR NO	36 2	38 4	40 4	42 2					TOTALS
400	4800	Beige		800	1600	1600	800					

DESCRIPTION AND OTHER INSTRUCTIONS

Description:

27" L/S. Shawl cellar Cardigan Fake Fur Collar & Cuffs.

Yarn Content 100% Olefin
Fur " 70% Face Medacrylic
35% Acrylic
Backing 100% Polyprolpelene

Pack Bulk
Sweater Bee XXXXX Label
Sweater Bee Hang Tags

Solid Size To A Carton

2 2/3 yds FAKE FUR - per Dz

TERMS & CONDITIONS

A SIGNED COPY OF THIS ORDER MUST BE RETURNED TO NEW YORK OFFICE FOR OUR RECORDS.

ALL MERCHANDISE IS ORDERED FROM SAMPLES SUBMITTED BY YOU AND APPROVED BY US.

COLOR MATCHES– ALL COLORS MUST EXACTLY MATCH THE SAMPLE SWATCHES WHICH ARE TO BE APPROVED IN WRITING, AND ALL PRODUCTION SHALL BE CONSISTENT WITH THE APPROVED MATCH

QUALITY–THIS ORDER IS FOR FIRST QUALITY MERCHANDISE ONLY AND MUST CONFORM WITH THE QUALITY APPROVED ON SAMPLES. WE WILL ACCEPT NO DEFECTIVE MERCHANDISE. ANY DEFECTIVE MERCHANDISE WILL BE RETURNED TO SELLER AT FULL LANDED COST, INCLUDING DUTY, AT SHIPPERS EXPENSE

TIME OF DELIVERY IS OF THE ESSENCE AND FAILURE TO MAKE TIMELY DELIVERY SHALL ENTITLE US TO REJECT THE MERCHANDISE AND SUBJECT YOU TO LIABILITY FOR DAMAGES SUFFERED BY US

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ENCLOSE PACKING SLIP IN AT LEAST THE FIRST AND LAST CARTONS OF AN ORDER.

ALL MERCHANDISE PURCHASED F.O.B. PLANT OF MANUFACTURE. ALL EXPORT FORMALITY CHARGES FOR YOUR ACCOUNT. ANY CUSTOMS PENALITIES OR CHARGES INCURRED DUE TO YOUR NEGLECT WILL BE CHARGED TO YOU

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NO CHARGES OR MODIFICATIONS IN THIS ORDER, EXCEPT IN WRITING, SIGNED BY US

FOR CUSTOMS CLEARANCE TO OUR BROKERS

PURCHASE ORDER

NUMBER 5046 | DATE 4/22/74

FROM
☐ BANFF INTERNATIONAL LTD. ☒ SWEATERBEE BY BANFF LTD. ☐ NORMANO BY BANFF LTD.
☐ MACHENRY SPORTSWEAR LTD. ☐ BEEWEAR SPORTSWEAR LTD. ☐ GCQ 14-Binner
2/2/75

☐ SHOWROOM
1412 BROADWAY, N.Y., N.Y. 10018
TELEPHONE (212) 736-4590
CABLE ATBANFF TELEX 422620

☐ OFFICES
90 INIP DRIVE, INWOOD, N.Y. 11686
TELEPHONE (212) 337-6000 TELEX 960214

☐ 1407 BROADWAY, N.Y., N.Y. 10018
TELEPHONE (212) 736-4590

☒ OFFICES CONT'D
1384 BROADWAY, N.Y., N.Y. 10018
TELEPHONE (212) 736-4590

☐ 20503 SOUTH BELSHAW
CARSON, CALIF. 90746

☐ 380 STATE HIGHWAY 46
TOTOWA, NEW JERSEY 07512
TELEPHONE (212) 695-4789

INTERNATIONAL OFFICES
- 664 NATHAN ROAD, 7TH FLOOR, KOWLOON, HONG KONG
  CABLE ATBANFF HONG KONG TELEX 7803853
- 406 TUN HWA SOUTH ROAD, SUITE 58
  TAIPEI, TAIWAN CABLE ATBANFF TaiPei
- LUNGARNO SERRISTORI 35, FLORENCE, ITALY
  CABLE BELGIAC FLORENCE

PURCHASED FROM

SOLBORO KTG MILLS, INC
15 Pond Road
Oakdale, N.Y. 11769

DELIVERY REQUIREMENTS

May 30th As Ready
June 30th Complete

OUR STYLE	YOUR STYLE	SEASON	VISA CLASS	WEIGHT PER DOZEN	PRICE
1995		Fall 74		20lbs	$54.00

DOZENS	UNITS	COLOR	OUR COLOR NO	36	38	40	42					TOTALS
				2	4	4	2					
400	4800	Beige		800	1600	1600	800					

DESCRIPTION AND OTHER INSTRUCTIONS

Description:

27" L/S Fur Fake trim cardigan, Fur trim includes Club Collar & cuffs.

Yarn Content 100% Olefin
Fur " 70% Face Modacrylic
35% Acrylic
Backing 100% Polyprolpelene

Pack Bulk

Sweater Bee Label
Sweater Bee Hang Tags

1¼ yds FAKE Fur Per Dz

Solid Size To A Carton

TERMS & CONDITIONS

A SIGNED COPY OF THIS ORDER MUST BE RETURNED TO NEW YORK OFFICE FOR OUR RECORDS.

ALL MERCHANDISE IS ORDERED FROM SAMPLES SUBMITTED BY YOU AND APPROVED BY US.

COLOR MATCHES—ALL COLORS MUST EXACTLY MATCH THE SAMPLE SWATCHES WHICH ARE TO BE APPROVED IN WRITING, AND ALL PRODUCTION SHALL BE CONSISTENT WITH THE APPROVED MATCH.

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FOR CUSTOMS CLEARANCE TO OUR BROKERS

S. Taylor
AUTHORIZED SIGNATURE

PUF. CHASE ORDER

NUMBER 5045N

DATE 4/18/74

FROM
☐ BANFF INTERNATIONAL LTD.
☒ SWEATERBEE BY BANFF LTD.
☐ NORMANO BY BANFF LTD.
☐ MACHENRY SPORTSWEAR LTD.
☐ BEEWEAR SPORTSWEAR LTD.
☐ 6Cq 14-Ciner 2/27/75

03

☐ SHOWROOM
1410 BROADWAY, N.Y., N.Y. 10018
TELEPHONE (212) 736-4590
CABLE ATBANFF TELEX 422620

☐ OFFICES
90 INIP DRIVE, INWOOD, N.Y. 11686
TELEPHONE (212) 337-6000 TELEX 960214

☐ 1407 BROADWAY, N.Y., N.Y. 10018
TELEPHONE (212) 736-4590

☒ OFFICES CONT'D
1384 BROADWAY, N.Y., N.Y. 10018
TELEPHONE (212) 736-4590

☐ 20503 SOUTH BELSHAW
CARSON, CALIF. 90746

☐ 380 STATE HIGHWAY 46
TOTOWA, NEW JERSEY 07512
TELEPHONE (212) 695-4749

INTERNATIONAL OFFICES
- 664 NATHAN ROAD, 7TH FLOOR, KOWLOON, HONG KONG CABLE ATBANFF HONG KONG TELEX 7803853
- 406 TUN HWA SOUTH ROAD, SUITE 58 TAIPEI, TAIWAN CABLE ATBANFF TaiPei
- LUNGARNO SERRISTORI 35, FLORENCE, ITALY CABLE BELGIAC FLORENCE

PURCHASED FROM

Solbere Ktg. Mills Inc
15 Pond Road
Oakdale N. Y. 11769

DELIVERY REQUIREMENTS

5/17/74

OUR STYLE	YOUR STYLE	SEASON	VISA CLASS	WEIGHT PER DOZEN	PRICE
1101		Fall 74		13½	$30.00 -

DOZENS	UNITS	COLOR	OUR COLOR NO	SIZE 36	38	40	42			Butt		TOTALS
			RATIO	2	4	4	2					
31	372	Blue		62	124	124	62			15gr		
30	360	Maize		60	120	120	60			15gr		
27	324	Pink		54	108	108	54			15gr		
88	1056											

DESCRIPTION AND OTHER INSTRUCTIONS

Long sleeve V neck caridgan [belted] 1/13 Acrylic.

TERMS & CONDITIONS

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FOR CUSTOMS CLEARANCE TO OUR BROKERS

AUTHORIZED SIGNATURE

SWEATER BEE SPECIFICATION SHEET

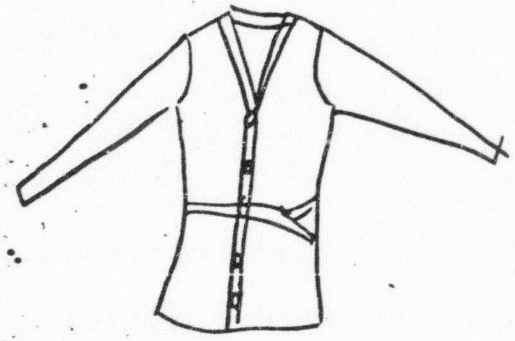
DATE 4/18/74 SEASON Hol-74 CONTRACTOR Solboro STYLE 1101

FLAT MEASUREMENTS IN INCHES

SKETCH

NEW WT. PER DZ. 13½ LBS

6C 4 14-Dimew.
2/27/75
9



GARMENT MEASUREMENTS	34	36	38	40	42	44	46
BODY LENGTH (FROM NECK TO BOTTOM)		27	27	27	27		
BODY WIDTH (1" BELOW ARMHOLE)		18	19	20	21		
SHOULDER MEAS. (SHLDR. TO SHLDR.)		14	14½	15	15½		
TAIL RIB HEIGHT (BOTTOM CUFF)							
SLEEVE LENGTH (OVERARM TO END OF CUFF)		22½	—	—	—		
SLEEVE LENGTH (UNDERARM TO END OF CUFF)							
SLEEVE WIDTH (1" BELOW ARMHOLE)		6	6	6½	6½		
ARMHOLE (STRAIGHT MEASUREMENTS)		7½	7½	8	8		
SLEEVE CUFF WIDTH (RELAXED)		3	3	3½	3½		
NECK OPENING (BETWEEN SHLDR. SEAMS)							
NECK DEPTH To First Button		10½-11-					
HEIGHT OF COLLAR							
LENGTH OF COLLAR							
BUTTON & BUTTON HOLES							
POCKETS							
BELTS							
SKIRT LENGTH (TOP OF BAND TO HEMLINE)							
SKIRT WIDTH (10" DOWN FROM TOP)							
SKIRT WAISTBAND OPENING							
SKIRT HEM HEIGHT							

DESCRIPTION L.S. VEE NECK BELTED CARDIGAN

YARN: 1/13 Acrylic BOX: TAG: S.B.

LABEL: S.B. BAG: S.B. TISSUE:

REMARKS: PACK BULK RIBBON:

BUTTONS:

CABLE ADDRESS
ATBANFF NEW YORK

TELEX NO. 422620

SHIPPING AND RECEIVING
90 INIP DRIVE
INWOOD, N.Y. 11696
212-337-6000

Sweater Bee
by
BANFF LTD.
"every life a honey"

1410 BROADWAY, NEW YORK, N.Y. 10018
212-594-8555

AFFILIATED COMPANIES

BANFF
INTERNATIONAL LTD.

BEE WEAR
SPORTSWEAR LTD.

NORMANO

CROWN ROYAL
INTERNATIONAL LTD.

June 7, 1974

GC #114-E incr
2/27/75
ay

Solboro
15 Pond Road
Oakdale, L.I., New York
11769

Dear Murry:

Please be advised that we are adjusting the labor price on style #1995 from $54.00 per dozen to $55.80, and on style #1996 from $58.00 per dozen to $59.80—in order to compensate for additional shipping and boxing costs.

Please adjust your records accordingly.

Very truly yours,
SWEATER BEE BY BANFF, LTD.

S. Taylor

Sandy Taylor

ST/il

INTERNATIONAL OFFICES:

ITALY: LUNGARNO SERRISTORI, 35 I 50125 FLORENCE
CABLE ADDRESS: BELGIAC, FLORENCE

HONG KONG: 664 NATHAN RD., 7TH FL., KOWLOON
CABLE ADDRESS: ATBANFF HONG KONG
TELEX: 7803853

PURCHASE ORDER

UMBER 5234N

DATE 6/20/74

FROM
☐ BANFF INTERNATIONAL LTD.
☒ SWEATERBEE BY BANFF LTD.
☐ NORMANO BY BANFF LTD.
☐ MACHENRY SPORTSWEAR LTD.
☐ BEEWEAR SPORTSWEAR LTD.
☐ CC414-Giner 2/27/75

☐ SHOWROOM
1410 BROADWAY, N.Y., N.Y. 10018
TELEPHONE (212) 736-4590
CABLE ATBANFF TELEX 422620

☒ OFFICES
90 IRIP DRIVE INWOOD, N.Y. 11686
TELEPHONE (212) 337-6000 TELEX 960214

☐ 1407 BROADWAY, N.Y., N.Y. 10018
TELEPHONE (212) 736-4590

OFFICES CONT'D
☐ 1384 BROADWAY, N.Y., N.Y. 10018
TELEPHONE (212) 736-4590

☐ 20503 SOUTH BELSHAW
CARSON, CALIF. 90746

☐ 380 STATE HIGHWAY 46
TOTOWA, NEW JERSEY 07512
TELEPHONE (212) 695-4749

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- 664 NATHAN ROAD, 7TH FLOOR, KOWLOON, HONG KONG
CABLE ATBANFF HONG KONG TELEX 7803853
- 406 TUN HWA SOUTH ROAD, SUITE 5B
TAIPEI, TAIWAN CABLE ATBANFF Taipei
- LUNGARNO SERRISTORI 35, FLORENCE, ITALY
CABLE BELGIAC FLORENCE

PURCHASED FROM

Solboro Knitting Mills
15 Pond Road
Oakdale, New York 11769
0135

DELIVERY REQUIREMENTS

8/30/74

OUR STYLE	YOUR STYLE	SEASON	VISA CLASS	WEIGHT PER DOZEN	PRICE
1996		Re-Order Fall 74		20lbs per doz	59.80

DOZENS	UNITS	COLOR	OUR COLOR NO	36	38	40	42					TOTALS
200	2400	BEIGE	80	480	720	720	480					
200	2400											

Please note size ratio!!

DESCRIPTION AND OTHER INSTRUCTIONS

Description:

27' L/S. Shawl collar Cardigan Fake Fur Collar & Cuffs

Yarn Content 100% Olefin
70% Face Modacrylic
35% Acrylic
Backing 100% Polyprolpelene

Pack Bulk
Sweater Bee Labels
Sweater Bee Hang Tags

TERMS & CONDITIONS

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FOR CUSTOMS CLEARANCE TO OUR BROKERS

98

PURCHASE ORDER

6C 9x 15-A ins fid
2/27/75

PHONE 674-8888

SHIP MERCHANDISE
TO
38 EAST 19TH STREET
NEW YORK, N. Y. 10003

PENROSE KNITWEAR, Inc.
SWEATERS AND SPORTSWEAR
1411 BROADWAY
NEW YORK, N. Y. 10018 6/25 1974

№ 6164 5

Solboro Kg

TERMS:
DELIVERY:
SHIP VIA:

LOT No.	QUAN.	COLOR	34	S ~~36~~	~~38~~	M ~~40~~	~~42~~	L ~~44~~	48	PRICE	REMARKS
				2		6		4		fr dz	7/10
538											Acrylic
	30	Camel									
											V Neck
											Cardigan
											W/ Pockets.
											& belt
											As bag
	Reorder										

PENROSE KNITWEAR, INC.

BY ______ SIGNATURE

99

PURCHASE ORDER

6C 9 15 — Bin 2
2/27/75

PHONE 674-8888

SHIP MERCHANDISE
TO
39 EAST 19TH STREET
NEW YORK, N. Y. 10003

PENROSE KNITWEAR, Inc. Nº 6137 9
SWEATERS AND SPORTSWEAR
1411 BROADWAY
NEW YORK, N. Y. 10018 5/28 1974

Solboro Ktg.

TERMS: DELIVERY: SHIP VIA:

LOT No.	QUAN.	COLOR	~~34~~	S ~~36~~	~~38~~	M ~~40~~	~~42~~	L ~~44~~	~~46~~	PRICE	REMARKS
				2		6		4	12	[illegible]	
546											2/4 Row
											"Tweed"
	50	Brown									Yarn
											As had
	50										
	Reorder										

PENROSE KNITWEAR, INC.
BY ____________ SIGNATURE

100

PURCHASE ORDER

6C 4 15 – Cimer
2/27/75

PHONE 674-8888

SHIP MERCHANDISE
TO
38 EAST 19TH STREET
NEW YORK, N. Y. 10003

PENROSE KNITWEAR, Inc. Nº ..6134 9

SWEATERS AND SPORTSWEAR
1411 BROADWAY
NEW YORK, N. Y. 10018 5/22 1974

Solboro Ktg

TERMS: DELIVERY: SHIP VIA:

LOT NO.	QUAN.	COLOR	34	36	38	40	42	44	46	PRICE	REMARKS
				2		6		4	to	f	
√31											2/20 orlon acrylic
	60	Cream									
											V neck cardigan
	30	Brown									with pockets + belts
	90 f										as had
		Reorder									

PENROSE KNITWEAR, INC.
BY ______ SIGNATURE

101

PURCHASE ORDER

GC 415 - Dries
2/27/75

PHONE 674-8888

PENROSE KNITWEAR, Inc.
SWEATERS AND SPORTSWEAR
1411 BROADWAY
NEW YORK, N. Y. 10018

№ 6106 S

SHIP MERCHANDISE
TO
38 EAST 19TH STREET
NEW YORK, N. Y. 10003

4/22 1974

Solboro Kty

TERMS:

DELIVERY:

SHIP VIA:

LOT NO.	QUAN.	COLOR	34	S ~~36~~	~~38~~	M ~~40~~	~~42~~	L ~~44~~	~~46~~	PRICE	REMARKS
				2		6		4	to	f	7/10 acrylic
538	240 30 = 70	Cream 25		30%							
	30	Forest									L/Sl V Neck
											Cardigan 2
	30	Rust									W/Belt & Pockets
	30	Camel									[illegible]
	~~25~~	~~Brown~~									[illegible]
											[illegible]
	100	f									[illegible]
											[illegible]
											Gr Wt 17 lb
											Labor 33.00
		Body Width		17		18		19			
		Length		27		27		27			
		From top to 1st Button -				13"					
											Use Penrose
											"100% Orlon acrylic"
											Labels -

PENROSE KNITWEAR, INC.

BY JL SIGNATURE

102

PURCHASE ORDER

6C 9 15-E inc-
2/27/75

PHONE 674-8888

SHIP MERCHANDISE
TO
39 EAST 19TH STREET
NEW YORK, N. Y. 10003

PENROSE KNITWEAR, Inc. № 6100 S

SWEATERS AND SPORTSWEAR
1411 BROADWAY
NEW YORK, N. Y. 10018 4/5 1974

Solzoro Kg.

TERMS:

DELIVERY:

SHIP VIA:

LOT NO.	QUAN.	COLOR	34	(S) 36	38	(M) 40	42	(L) 44	46	PRICE	REMARKS
				2		6		4	to	f	2/4 Dew
546											Yarn-
	100	Brown	3,11	7	13	2		35			(GLENCAIRN)
	80	Black	26		30	24					Long Sl V-neck
											Cardigan -
*	40	Navy									(1/2 card. stitch)
	20										As sample -
*	30	GREEN									
											Gr wt - 18 1/4
											Labor. $ 28.00
	550 1/5										
											(Ship to Cosmo
											for scouring)
		Body - Width		17		18		19			
		Length		27		27		27			
		From Top to 1st Button -				13"					
											* Pistilot:
											" 75 Acrylic
											15 Poly
											10 Wool
											size

* Knit already

PENROSE KNITWEAR, INC.

BY ____________
SIGNATURE

[illegible] 8.75
[illegible] 4.75
[illegible] 1.40

Style 538

103

PURCHASE ORDER

PENROSE KNITWEAR, Inc.

SWEATERS AND SPORTSWEAR
1411 BROADWAY
NEW YORK, N. Y. 10018

SHIP MERCHANDISE
TO
38 EAST 19TH STREET
NEW YORK, N. Y. 10003

№ 6081
6G 15-F mem
2/27/75

3/18 1974 9

Solbore Ktg Mills
15 Pond Road
Oakdale L.I., N.Y.

TERMS:
DELIVERY:
SHIP VIA:

LOT No.	QUAN.	COLOR	S 34	36	38	M 40	42	L 44	46	PRICE	REMARKS
				2		6		4	to dz		
523		Acrylic									7/xc Acrylic
	100	Cream (Eggshell)		5							(Templan)
	30	Hunter									Long Sleeve
	30	Rust									Cardigan w/ Pockets & Belt -
	30	Brown (~~Hold~~)									Club Collar
											As sample
											St. Cuts 17 1/2
	190 dz										Labor $2.00
											Complete
Specs to follow											

PENROSE KNITWEAR, INC.
BY ________ SIGNATURE

104

SPUNCRAFT KNITTING MILLS INC.
110 FIFTH AVENUE
NEW YORK, N. Y. 10011

HONE
91-0220

GC & IL - Ciner
7/27/75

ORDER № 4277 os

TO: SOLBORD

DATE 7/27/74

STYLE # 1001

COLORS

DATE	BILL	TOTAL	Gold	Vanilla	L. Red	Slate Blue	
							100 dz
			20	30	(25)	25	
7/30			5	10		5	

SIZE TICKET
WPL # 330
100% Acrylic

2/24 Acrylic @ 3.00 lb 15 LB gross wt
[illegible] @ 3.00 yd 2 yds per dz
Full club collar & long
cuffs. Cardigan coat with
belt
per submitted samples"

BED ON ORDER # OF 196

TO DOZ. PACKED Bulk
LABEL 100% Acrylic + dry clean instruction

MILL COPY

MEASUREMENTS

Sizes		S		M		L		
Length		27		27		27		
Width		17		18		18½		
Arm Hole		8		8½		8½		
Sleeve Length		22½		22½		22½		
Sleeve Width		5½		6		6		
Shoulder to Shoulder		14½		15		15½		
Cut to Dozen		2		6		4		

PRICE

Y Yarn 3.00
W Weight 17
C Cost of Y Yarn 51.00
L Labor 58.00
W Washing
B Brushing
C Cost
C Complete 109.00

105

SPUNCRAFT KNITTING MILLS INC.

110 FIFTH AVENUE
NEW YORK, N. Y. 10011

PHONE
-69[illegible]20

GCQ 16 - Diner
2/27/75 Dak

ORDER № 4276

DATE 7/29/71

TO: SOLBORO

IPT

STYLE # 1000

BILL	TOTAL	Gold	Vanilla	[illegible] Bone	Slate Hue	100 Dz
		20	30	25	25	
		5	10		5	

Size Ticket
WPL # 8302
100% Acrylic

2/24 Acrylic @ 3.00 LB 15 LB gross wgt
[illegible]'s Acrylic Fur @ 300 Yd 2 yds per Dz
For Shawl Collar on B.B
[illegible] Coat with Long-Slv
[illegible] Bolt.
[illegible] Submitted Samples"

RIBED ON ORDER # OF 196

TO DOZ. PACKED Bulk [illegible]
LABEL 100% Acrylic + Dry Clean Instructions

MILL COPY

MEASUREMENTS

Sizes	S	M	L
Length	27	27	27
Width	17	18	19½
Arm Hole	8	8½	8½
Sleeve Length	22½	22½	22½
Sleeve Width	5½	6	6
Shoulder to Shoulder	14½	15	15½
Cut to Dozen	2	6	4

PRICE

Yarn	300
Weight	17
Cost of Yarn	51.00
Labor	50.00
Washing	
Brushing	
Cost	
Completed	101.00

GCX 17 (24 pages)

PHONE, 516 - 567-0888

15 POND ROAD, OAKDALE, N. Y. 11769

No. 5180

Solboro Knitting Mills, Inc.

GC 9x

MANUFACTURERS OF KNITTED NOVELTIES

47 BROOK STREET
BAY SHORE, N.Y.

DATE Oct 29 74

Fat Inv. #1893

SOLD TO Spuncraft Ktg Mills
110 5th Ave.
N.Y.C. 10011

SHIP VIA Maspeth Trucking TO

STYLE	DOZ.	DESCRIPTION	PRICE	TOTAL
1000	47 5/12	18 Red 18 Bone 9 Red + Bone @ 2 5/12 asst	50.—	2470.—
1001	55 1/12	18 Red 9 Blue + Red 18 Bone 9 Red + Bone 1 1/12 asst @	58	3194.83
	102 6/12	in 12 Cartons		5664.83

(V)

GCX 17 (24 pages)

~~PHONE BAY SHORE~~
PHONE, 516 - 567-0086

15 POND ROAD, OAKDALE, N. Y. 11769

No. 5179

Solboro Knitting Mills, Inc.

MANUFACTURERS OF KNITTED NOVELTIES

~~47 BROOK STREET~~

~~BAY SHORE, N. Y.~~

DATE 10/21/74

SOLD TO Spencraft Ktg. Mills
110 5th Ave
N.Y., N.Y. 10011

FRT #1892

SHIP VIA Maspeth Truck TO Same

STYLE	DOZ.	DESCRIPTION	PRICE		TOTAL	
1000	16½	Gold Fur trim - Shawl Coll Card				
	19½	Blue " " " "				
	36	dz Shawl	50	—	1800	—
1001	14	Gold " " Club " "				
	13	Blue " " " " "				
	27	Club w/cuffs	58	—	1566	—
681	2¾	asst wraps	31	50	87	50
Ⓔ		⑥ on 8 ctns			$3453	50

107

GC-17

108

~~PHONE BAY SHORE 7-0060~~
PHONE: 516 - 567-0686

15 POND ROAD, OAKDALE, N. Y. 11769

No. 5178

Solboro Knitting Mills, Inc.

MANUFACTURERS OF KNITTED NOVELTIES

~~47 BROOK STREET~~
~~BAY SHORE, N. Y.~~

DATE 10/17/74

Frt #1892

SOLD TO PENROSE KNWR
33 E. 18TH St.
NYC 10003.

SHIP VIA Maspeth Truck TO 38 E 19th St NYC

STYLE	DOZ.	DESCRIPTION	PRICE	TOTAL
546	26½	V card	@ 28 -	
546A	13½			
		40 dz on 6 cartons		1120 -

E!

GC-17

PHONE, 516 - 567-6666

15 POND ROAD, OAKDALE, N. Y. 11769

No. 5177

Solboro Knitting Mills, Inc.

MANUFACTURERS OF KNITTED NOVELTIES

47 BROOK STREET
BAY SHORE, N.Y.

DATE 10/4/74

GC-17

109

SOLD TO Spuncraft Ktg Mills
110 5th Ave.
N.Y. N.Y. 10011

Fkt #
~~5176~~
1890

SHIP VIA Maspeth Trucking TO Same

STYLE	DOZ.	DESCRIPTION	PRICE	TOTAL
681	8 5/12	Blue Wrap		
	20	Birch "		
682	3 4/12	Blue Shawl Card		
		in 4 Cts		
8	32	Doz @	37.50	1200

PHONE [illegible]

15 POND ROAD, OAKDALE, N. Y. 11769

No. 5176

Solboro Knitting Mills, Inc.

MANUFACTURERS OF KNITTED NOVELTIES

47 BROOK STREET
BAY SHORE, N.Y.

DATE 10/4/74

FRT #
1889

SOLD TO PENROSE KNITWEAR
33 E. 18TH ST.
NYC 10003

SHIP VIA Maspeth Trucking TO Same

STYLE	DOZ	DESCRIPTION		PRICE	TOTAL
538	18 2/12	Camel card	@	33-	
					599 50
		On 3 Cts			

GC-17

PHONE 516 - 567-0688

15 POND ROAD, OAKDALE, N. Y. 11769

No. 5175

Solboro Knitting Mills, Inc.

MANUFACTURERS OF KNITTED NOVELTIES

~~47 BROOK STREET~~
~~BAY SHORE, N.Y.~~

DATE 9/30/74

SOLD TO Spuncraft Kntg
110 5th Ave
NYC 10011

Inv # 1888

SHIP VIA Maspeth TO Same

STYLE	DOZ.	DESCRIPTION	PRICE		TOTAL	
1000	20	10 Bone 5 Blue 5 Gold	50	-		
		Fur Shawl Collar Card			1000	-
1001	19 11/12	10 Bone 4 11/12 Blue 5 Gold	58	-	1155	16
		Club Collar Fur Card.				
681	15	Blue wrap	37	50	562	50
682	24	Gold (on 10 Cts) Shawl Card	37	50	900	-
E		On 10 Cts			3617	66

111

GC-17

112

~~PHONE BAY SHORE 7-0066~~
PHONE, 516 - 667-0066

Solboro Knitting Mills, Inc.

MANUFACTURERS OF KNITTED NOVELTIES
47 BROOK STREET
BAY SHORE, N.Y.

DATE 9/24/74

SOLD TO SWEATER BEE-BANFF
90 INIP DRIVE
INWOOD, N.Y. 11696

#14404
#1887

SHIP VIA MASPETH TRUCK TO SAME

LABOR

STYLE	DOZ.	DESCRIPTION	PRICE	TOTAL
1996	27	BIRCH FUR SHAWL COLLAR CARDIGAN	59 50	
				1606 50
		@21.10 cts		

Solboro Knitting Mills, Inc.

MANUFACTURERS OF KNITTED NOVELTIES
47 BROOK STREET
BAY SHORE, N.Y.

DATE 9/20

SOLD TO SWEATER BEE - BANFF
90 INIP DRIVE
INWOOD, N.Y 11696

SHIP VIA MASPETH TRUCK TO SAME

STYLE	DOZ.	DESCRIPTION	PRICE		TO
1996	23	BIRCH FUR SHAWL COLLAR CAR	54	80	
					137
		OK 10 CF			
		incl. 150 BOXES			

GC-17

114

~~PHONE BAY SHORE 7-0005~~
PHONE: 516 - 567-0688

15 POND ROAD, OAKDALE, N. Y. 11769

No. 5173

Solboro Knitting Mills, Inc.

MANUFACTURERS OF KNITTED NOVELTIES
~~47 BROOK STREET~~
~~BAY SHORE, N.Y.~~

DATE 9/20/74

SOLD TO Penrose Knitwear
33 E. 15th St
NYC. 10003

SHIP VIA Maspeth Truck TO G+M Originals 162 W 34 St NYC

STYLE	DOZ.	DESCRIPTION	PRICE	TOTAL
538	12 8/12	Camel V Card	33–	
				418 –
		on 2 cts –		

GC-17

~~PHONE BAY SHORE 7-0088~~
PHONE 516 - 567-0688

15 POND ROAD, OAKDALE, N. Y. 11769

Solboro Knitting Mills, Inc.

MANUFACTURERS OF KNITTED NOVELTIES
~~47 BROOK STREET~~
~~BAY SHORE, N. Y.~~

No. 5171

DATE 9/20/74

SOLD TO Spuncraft Ktg
110 Fifth Ave
NYC 10011

SHIP VIA Mcspeth Truck TO Same

STYLE	DOZ.	DESCRIPTION	PRICE	TOTAL
68r	19$\underline{^{4}}$	Gold Shawl Collar Card	37 50	
				725 —
		on 3 CTS		

PHONE BAY SHORE 7-0095
PHONE 516 - 567-0688

Solboro Knitting Mills, Inc.

MANUFACTURERS OF KNITTED NOVELTIES
47 BROOK STREET
BAY SHORE, N.Y.

DATE 9/16/74

SOLD TO SWEATER BEE - BANFF
90 INIP DRIVE
INWOOD, N.Y. 11696

# 14422
FRT. #
1882

SHIP VIA ______ TO ______

STYLE	DOZ.	DESCRIPTION	PRICE	TOTAL
1996	16	BIRCH FUR SHAWL COLLAR CARD	59.80	
				956.80
		on 6 cts		

~~PHONE BAY SHORE [illegible]~~
PHONE: 516 . 567-0086

15 POND ROAD, OAKDALE, N. Y. 11769

No. 5170

Solboro Knitting Mills, Inc.

MANUFACTURERS OF KNITTED NOVELTIES

~~47 BROOK STREET~~
~~BAY SHORE, N.Y.~~

DATE 9/16/74

GC-17

117

SOLD TO PENROSE KNWR
33 E. 18TH ST
NYC 10003

FLT # 1883

SHIP VIA MASPETH TRUCK TO SAME

STYLE	DOZ.	DESCRIPTION	PRICE	TOTAL
√38	36 4/12	BONE (CREAM) V-CARD	33 -	
		on 6 cts		1198 99

PHONE BAY SHORE 7-00
PHONE; 516 - 86 0688

DALE, N. Y. 11769

No. 5168

Solboro Knitting Mills, Inc.

MANUFACTURERS OF KNITTED NOVELTIES
BROOK STREET
BAY SHORE N. Y.

DATE 9/13/74

GC-17

118

SOLD TO SWEATER BEE
90 INIP DRIVE
INWOOD, N.Y. 11696

#14421

#1881

SHIP VIA [illegible] Trucking TO Same

STYLE	DOZ.	DESCRIPTION	PRICE	TOTAL
1996	35 6/12	BIRCH FUR SHAWL COLLAR CARD	59 80	
				2122.90
		or 14 Cts of		
		22 Cts		

GC-17

PHONE, [illegible]

167

Solboro Knitting Mills, Inc.

MANUFACTURERS OF KNITTED NOVELTIES
47 BROOK STREET
BAY SHORE, N.Y.

119

DATE 9/13/74

SOLD TO SWEATER BEE - BANFF
90 INIP. DRIVE
INWOOD, NEW YORK 11696

#14420

SHIP VIA MASPETH TRUCKING TO SAME

#1881

STYLE	DOZ.	DESCRIPTION	PRICE	TOTAL
1995	21½	BIRCH FUR CHAR COLLAR CARD	55.80	
				1199.70
		on 8 cts of		
		12 cts		
(4)				

PHONE BAY SHORE [illegible]

15 POND ROAD, OAKDALE, N. Y. 11769

No. 5166

Solboro Knitting Mills, Inc.

MANUFACTURERS OF KNITTED NOVELTIES

47 BROOK STREET
BAY SHORE, N. Y.

DATE 9/12/74

Frt. Inv # 1880

SOLD TO Spincraft Ktg Mills
110 5th Ave.
N.Y., N.Y. 10011

SHIP VIA Maspeth Trucking TO Same

STYLE	DOZ.	DESCRIPTION	PRICE	TOTAL
682	21 10/12	Gold Shawl Collar Coat		
	4/12	Blue " " "		
	4/12	Birch " " "		
	22 6/12			
681	11/12	Birch Wrap coat		
	11/12	Blue " "		
	1 6/12		@ 37 50	
		in 3 cartons		900 -
TTL	24 doz			

120

GC-17

PHONE BAY SHORE

No. 5165

GC-17

Solboro Knitting Mills, Inc.

MANUFACTURERS OF KNITTED NOVELTIES
47 BROOK STREET
BAY SHORE, N. Y.

DATE 9/9/74

121

SOLD TO SWEATER BEE - BANFF
90 INIP DRIVE
INWOOD, NEW YORK 11696

SHIP VIA MASPETH TRUCK TO SAME

STYLE	DOZ.	DESCRIPTION	PRICE	TOTAL
1995	43	BIRCH FUR CLUB COLLAR CARD	55 80	
				2399 40
		on 17 CTS		
(E)				

122

PHONE, [illegible]

15 POND ROAD, OAKDALE, N. Y. 11769

No. 5164

GC-17

Solboro Knitting Mills, Inc.

MANUFACTURERS OF KNITTED NOVELTIES

47 BROOK STREET
BAY SHORE, N. Y.

DATE 9/9/74

SOLD TO Spuncraft Ktg Mills
110 Fifth Ave
NYC 10011

SHIP VIA Maspeth Truck TO SAME

STYLE	DOZ.	DESCRIPTION	PRICE		TOTAL	
681	84	Blue wrap				
682	24	Gold card (shawl)				
			@ 37	50		
	48					
		on 6 cts			1800	-

PHONE BAY SHORE 20

162

GC-17

123

MANUFACTURERS OF KNITTED NOVELTIES
47 BROOK STREET
BAY SHORE, N. Y.

DATE 8/30/74

SOLD TO SWEATER BEE - BANFF
90 INIP DRIVE
INWOOD, N.Y. 11696

SHIP VIA MASPETH TRUCK TO SAME

Labor

STYLE	DOZ.	DESCRIPTION	PRICE	TOTAL
1956	45 6/12	BIRCH SHAWL COLL FUR CARD	59 80	
				2720 90

Dr. 18 cts

E

124

GC-17

PHONE: BAY SHORE 7-1095

15 POND ROAD, OAKDALE, N. Y. 11769

No. 5161

Solboro Knitting Mills, Inc.

MANUFACTURERS OF KNITTED NOVELTIES

47 BROOK STREET
BAY SHORE, N.Y.

DATE 8/29/74

SOLD TO Spuncraft Knitting Mills
110 Fifth Ave.
New York, N.Y. 10011

FAT INV #
1876

SHIP VIA Maspeth Truck TO Same

LABOR

STYLE	DOZ.	DESCRIPTION	PRICE	TOTAL
682	25½	Blue Poly Card w/ Shawl Coll	37.50	
	25½	Gold " " " "		
	10	Birch " " " "		
				2287.50
	61	doz on 8 cts		

125

PHONE, BAY SHORE 70985

Y. 11769

No. 5160

Knitting Mills, Inc.

MANUFACTURERS OF KNITTED NOVELTIES
47 BROOK STREET
BAY SHORE, N. Y.

DATE 8/28/74

FRT #. 1875

SB # 14417

LABOR

GC-17

SOLD TO SWEATER BEE - BANFF
90 INIP DRIVE
INWOOD, N.Y. 11696

SHIP VIA MASPETH TRUCK TO SAME

STYLE	DOZ.	DESCRIPTION	PRICE		TOTAL	
1996	35	BIRCH FUR [illegible] COLL CARD	59	80	2093	-
1995	13	BIRCH " CLUB " "	55	80	725	40
					2818	40
	48	at 19 cts				

BEST COPY AVAILABLE

PHONE BAY SHORE 7-0

N. Y. 11769

No. 5163

Solboro Knitting Mills, Inc.

MANUFACTURERS OF KNITTED NOVELTIES
47 BROOK STREET
BAY SHORE, N. Y.

DATE 8/21/74

GC-17

SOLD TO SWEATER BEE - BANFF
90 INIP DRIVE
INWOOD, N.Y. 11696

S. BEE #14416
FRT #1874

SHIP VIA MASPETH TRUCK TO SAME

LABOR

126

STYLE	DOZ.	DESCRIPTION	PRICE	TOTAL
1995	20	BIRCH FUR CLUB COL. CARD.	55 80	1116 00
1996	17 6/12	" " SHAWL " "	59 80	1046 50
				2162 50
		OL. 15 cts		

127

GC-17

PHONE BAY SHORE 7-06

No. 5158

Solboro Knitting Mills, Inc.

MANUFACTURERS OF KNITTED NOVELTIES
47 BROOK STREET
BAY SHORE, N. Y.

DATE 8/20/74

SOLD TO SWEATER BEE - BANFF
90 INIP DRIVE
INWOOD, N.Y. 11696

SHIP VIA NIASDETH TRUCK TO SAME

STYLE	DOZ.	DESCRIPTION	PRICE	TOTAL
TO CORRECT INV # 5157 8/16/74				
1996	2½	ADDITIONAL MAKING 27 DOZ		
				10 xx
1995	2½	LESS MAKING 12½ DOZ		

128

GC-17

PHONE BAY SHORE 7-0085

15 POND ROAD, OAKDALE

Solboro Knitting Mills, Inc.

MANUFACTURERS OF KNITTED NOVELTIES

47 BROOK STREET
BAY SHORE, N. Y.

DATE 8/16/74

SOLD TO Sweater Bee - Banff
90 Inip Drive
Inwood, NY 11696

#14414
#1873
Labor

SHIP VIA Maspeth TO Dama

STYLE	DOZ.	DESCRIPTION	PRICE	TOTAL
1955	15	Berce Fur Cbl. Coll. Card	55 80	837 -
1956	24½	" " Shawl " "	59 80	1465 10
				2302 10

(on 15 cts)

(F)

PHONE BAY SHORE 7-0085

15 POND ROAD, OAKDALE, N. Y. 11769

No. 5156

GC-17

Solboro Knitting Mills, Inc.

MANUFACTURERS OF KNITTED NOVELTIES

47 BROOK STREET
BAY SHORE, N. Y.

DATE 8/16/74

129

SOLD TO Penrose Knox
33 E. 18th St.
NYC 10003

Fact # 1812

SHIP VIA Maspeth TO 38 E. 19 NYC Labor

STYLE	DOZ.	DESCRIPTION	PRICE	TOTAL
523	26 6/12	Green Club Cardigan @	32 00	848 -
538	2/12	asst V-Card @	33 00	5 50
				853 50
		Com 4 cts		
	(1)			

1974

BA 108 Style 1035 K20595-401 Shell Pink 25 dz ^{4} 1-17-74	sm 4^{3} *	MED 12^{8}	Large 8^{5} 1-28-74	~~Box 7~~ Pocket 26 dz Katie
BA 109 Style 1035 K20595-401 Shell Pink 25 dz ^{7} 1-17-74	sm 4^{3}	MED 12^{10}	Large 8^{6} 1-30-74	~~Box 4~~ Pocket 26 dz Katie
BA 110 Style 1035 K20595-301 Blue Jay 25 dz ^{5} 1-22-74	sm 4^{2} *	MED 12^{10}	Large 8^{5} 1-28-74	~~Box 1~~ Pocket 26 dz Marie
BA 111 Style 1035 K20595-301 Blue Jay 25 dz ^{8} 1-22-74	sm 4^{3} *	MED 12^{11}	Large 8^{6} 1-31-74	~~Box 2~~ Pocket 26 dz Marie
BA 112 Style 1035 K20595-301 Blue Jay 25 dz ^{8} 1-22-74	sm 4^{4} *	MED 12^{10}	Large 8^{6} 2-1-74	~~Box 3~~ Pocket 26 dz Katie
BA 113 Style 1035 K20595-101 Navy 25 dz ^{7} 1-28-74	sm 4^{3} *	MED 12^{10}	Large 8^{6} 2-1-74	Box 4 Pocket 26 dz Katie
BA 114 Style 1035 K20595 101 Navy 25 dz ^{7} 1-28-74	sm 4^{3} *	MED 12^{10}	Lg. 8^{6} 2-4-74	Box 5 Marie Pocket 26 dz
BA 115 Style 1035 K20595-101 Navy 25 dz ^{8} 1-28-74	sm 4^{6} *	MED 12^{8}	Large 8^{6} 2-4-74	~~Box 6~~ Marie [illegible]

G.C. Ex. 20 (13 pages)

1974

P

P100 Style 546 K9949 Brown Tweed ~~31^6~~ doz 32^{11} doz 3-29-74	sm 5^{6} *minus 3 med (samples)	med 16^{2}	lg. 10^{10} 4-5-74	Box ~~1~~ + ~~2~~ Belts 19+9 Katie
P101 Style 546 K9712 Navy Tweed 39 doz ^{1} 3-29-74	sm 6^{6} *	med 19^{5}	lg. 13^{2} 4-10-74	Box ~~5~~, ~~4~~, ~~8~~ Belts 27^{9} Katie
P102 Style 546 K9715 Green Tweed ~~25~~ doz 30 doz 3-29-74	sm 5 * 2 med samples	med 14^{10}_{+2}	lg. 10 4-17-74	Belts 21 Katie.
P103 Style 523 K97860 Rust Coat. 25 doz ^{6} 4-4-74	sm 4^{5} *	med 14^{4}	lg. 9^{6} 4-19-74	Box ~~1~~ 2 Belts 29 d. Katie
P104 Style 523 K.97858 Brown Coat ~~30~~ doz 29^{8} doz 4-9-74	sm 4^{10} *	med 15	lg. 9^{10} 4-22-74	Box ~~2~~, ~~3~~ Belts 30 d. Katie
P105 Style 523 K97857 Cream Coats ~~8~~ 4^{6} doz Club Collar. ADDED to P121 4-25-74	~~sm~~ *Pockets	~~med~~ small 4^{6}	lg 6-12-74	*Belt 5^{2} MARIE
P106 Style 538 K97857 Cream Coats 76 doz ^{2} V Necks. 4-27-74	sm 4^{4} Pockets 26^{6}	med 13^{2}	lg 8^{6} 5-1-74	Katie Belts 27 d.
P107 Style 523 K97859 Green Club Collar [illegible] doz 5-1-74	sm 5^{1} see P107A	med 15 large cut	lg. 5-3-74 style 538	Box 1 Katie Belts 50 d.

GC-70

GC#20

1974

P108 Style 538	sm	MED	Lg.	Box 7 + 8
K99124 Cream				
~~25~~ DOZ 33^{4}	5^{1}	16^{2}	11^{1}	*Belts 34 d
5-1-74 *	5-6-74			Katie
P109 Style 546	sm	MED	Lg.	
K8449 Black Tweed				
~~25~~ DOZ 27^{3}	4^{6}	13^{8}	9	*Belts 28
5-6-74 *			5-13-74	Katie + Marie
P107A Style 538		Large		~~Box 1~~
K97859 Green				
10 ½ d V. Card		10^{1}		*Belts 10^{2}
5-1-74 *			5-3-74	Katie
P110 Style 538	sm	MED	Lg	Box X 2
K 8C91 'Camel' V. Card				
30^{4} DOZ	5^{1}	15^{2}	10^{1}	*Belts 31 DOZ
5-2-74 *			5-8-74	Katie
	sm	MED	Lg.	
P111 Style 546				
K4984 Brown Tweed.	5^{3}	15^{4}	10^{5}	*Belts 31^{6}
31^{4} DOZ 5-8-74 *			5-15-74	Katie
		Large		~~Box 1~~
P112 Style 523				
K98C59 Green Club		10^{6}		*Belts 10^{6}
10 DOZ^{6} 5-9-74 *			5-9-74	Katie
P113 Style 538	sm	MED	Lg.	
K78C89 Green V. Card				
20 DOZ ^{4}	5^{4}	15		*Belts 20^{6}
5-13-74 *			5-15-74	Katie
P114 Style 546	sm	MED	Lg	Katie
K[illegible] BK Tweed				
30 DOZ	5	15^{2}	10	
5-13-77 *			5-20-74	*Belts 30 d

1974 GC-20

P115 Style 546	sm	MED	Lg.	Box X+2
K0752 Bk. Tweed				
~~20 002~~ 24^{4}	4	12^{2}	8^{2}	Belt 24^{10}
5-13-74 *			5-23-74	Katie + Marie
P116 Style 538	sm	MED	Lg.	Box X+2
K98090 Brown V.				
~~25 y~~ 30^{1}	5	15^{1}	10	Katie
5-13-74 *			5-16-74	Belt 30^{6}
P117 Style 546	sm	MED	Lg.	Box X+2
K0737 Brown Tweed				
34^{4} y.	5^{10}	17^{6}	11^{4}	Belts
5-20-74 *			5-29-74	Marie
P118 Style 546	sm	MED	Lg	Box 2
K0344 Green Tweed				
19 y. ^{2}	3^{2}	9^{4}	6^{4}	Belt
5-20-74 *			5-30-74	Marie
P119 Style 538	sm	MED	Lg	Box 14
K99312 Rust V. Cord				
~~25 y~~ 31^{2}	5^{2}	15^{8}	10^{4}	Belts 32 y
5-20-74 *			5-21-74	Katie
P117A Style 546		MED		~~Box 3~~
K9549 Brown Tweed				
7 y		7		
				*Belts 7 y
5-20-74 *			5-21-74	Katie
P120 Style 538	sm	MED	Lg.	Box 3
K 9[illegible]36 Rust V Cord				
15 y ^{2}	2^{4}	7^{10}	5	Belts 15^{2}
5-27-74 *			6-5-74	Marie + Katie
P1[illegible] Style 523	sm	MED	Lg	Box 8
[illegible] Plaid	P105			
25 [illegible]		15^{4}	10^{3}	Belts 25^{2}
[illegible]-74 *			6-14-74	Marie.

GC#20

P122 Style 523	sm	med	lg.	Box 1
K94856 Brown Club.				Belts 20 y
~~28~~ y 18—	3^{3}	10	6^{8}	
6-7-74 *			6-28-74	Marie
P 123 Style 538	sm	med	lg	Box X
K11187 Cream V. Card.				
25 y ^{4}	4^{2}	12^{8}	8^{6}	Belts 25 y^{6}.
6-14-74 *			7-10-74	Katie
P124 Style 538.	sm	med	lg	Box ~~2~~ + 3
K11189 Cream V Card				
35 y ^{10}	6	17^{10}	12	Belts 25 y
6-12-74 *			7-19-74	Carmen
P125 Style 538	sm	med	lg.	Box X
K11188 Brown V Card.				*Belts 25 y
25 y 29^{6}	4^{10}	14^{10}	9^{10}	
6-21. *			7-8-74	Katie
P126 Style 523	sm	med	lg.	Box X
K98089 Green Club.				
26 y^{8}	4^{5}	13^{5}	8^{10}	Belts 27 y
7-8-74 *			8-5-74	Katie
P127 Style 546	sm	med	lg	Box #1, #1-7-
K1149 Brown Tweed.				
42 y. 42 y	7	21	14	Belts 42 y
7-8-74 *			9-13-74	Grace
P128 Style 538	sm	med	lg	Box 1, 8
K12575 Camel V Card				
y 31^{6}	5^{4}	15^{8}	10^{5}	Belts 31^{5}
8-21-74 *			9-17-74	Mary White

BEST COPY AVAILABLE

1974

GC-20

	Sm	MED	Lg	
S160 6-12395 Style 681 Birch 25 ℔ ^{5} 6-3-74 *	7^{2}	12^{4}	8^{6}	[illegible] X R [illegible] 25^{6} 7-10-74 Katie
S161 6-12395 Style 681 Birch 25 ℔ 6-5-74 *	4^{2}	13^{5}	8^{2}	Grace [illegible] 25 ℔ 10-1-74
S162 6-12395 Style 682 Birch 50 ℔ ^{11} 6-14-74 *	8^{2}	25^{5}	16^{11}	Box X X X X 7-29-74 Grace
S163 6-12395 Style 682 Birch 11 ℔ 6-24-74 *	1^{8}	5	3^{7}	8-25-74 Grace
S164 KG-12408 Style 682 Gold 50 ℔ ^{2} 7-5-74 *	8^{4}	25^{2}	16^{8}	Box X X X ~~Belts~~ Seambinding 50^{4} 7-15-74 Grace + Katie
S165 KG-12393 Style 682 Blue 50 ℔ ^{3} 7-8-74 *	8^{5}	25^{2}	16^{8}	~~Belts~~ Seambinding 50^{2} 7-25-74 Grace + Katie
S166 A & B KG-12393 Style 681 Blue 50 ℔ ^{6} 7-8-74 *	106A 4^{2} 106B 4^{2}	13 12^{3}	8^{4} 8^{6}	Box 1, 6 Box 7, 8. 8-26-74 Grace
S167 A-B KG-12346 Style 682 Gold 50 ℔ 7-14-74	107A 4^{2} 107B 4^{2}	13 12	8^{7} 8^{7}	Box 4 5 Box [illegible] 8-30-74 [illegible]

1974 GC20

5108 KG 12408 Style 682 Gold. 25 dz. 7	SM 4^{4}	MED 12^{9}	Lg 8^{6}	
7-22-74 *			9-13-74	Grace.
5109 KG 12393 Style 682 Blue 25 dz. 3	SM 4^{3}	MED 12^{8}	Lg 8^{4}	Box ~~1, 5~~
7-24-74 *			8-13-74	Grace
5110 A+B G12408 Style 682 H. Gold. 40 dz.	SM Ⓐ 3^{4} Ⓑ 3^{4}	MED 10 10	Lg 6^{8} 6^{8}	Box Ⓐ 11 - Ⓑ 11
8-13-74 *			9/7/74	Grace
5111 G12393 Style 682. Blue 5 dz.	S 10/12	MED 2^{6}	Lg 1^{8}	Box 8
[illegible]-74 *			9-21-74	Grace
5112 K71146 Style 1000 Red V. Neck 26 dz.	SM 4^{4}	MED 13	Lg 8^{6}	Box X Belts 26 dz.
8-19-74 *			10-17-74	Carmen
5113 K71640 Style 1001 Red C. Collar ~~25~~ dz. 26^{8}	SM 4^{5}	MED 13^{5}	Lg 8^{10}	Box X-8 Belts 27 dz.
8-20-74 *			10-14-74	Carmen
5114 A+B K82947 Style 1000 Blue V. Neck 25 dz.	Ⓑ S 10/12 Ⓐ 3^{4}	m 2^{6} 10	1^{8} 6^{8}	Box Ⓐ 7. Belts 25 dz. Ⓐ Mo. M.
8-22-74 *			10-2-74	
[illegible] K82947 Style 1001 Blue C. Neck ~~25~~ dz. 26 dz.	SM 10/12 8/22/74 Ⓐ 3^{4}	MED 2^{6} 10^{6}	Lg 1^{8} 7	Box X Ⓑ Carmen Belts 26 dz. Ⓐ Mo. M.
*			10-3-74	

1474

Gx-2c

S116 K11926 Style 1000 Bone V. 30 dz ^{6} 8/19/74	ⓐ sm 1^{-} ⓑ 3^{5}	med 5^{-} 10^{3}	lg. $3^{=}$ 6^{10} 10-10-74	Box 4 Belts 30^{4} Carmen
S117A-B K82953 Style 1000 Gold V Neck. ~~20~~ dz. 21^{8} 8/28/74 *	ⓐ sm * $^{10}/_{12}$ ⓑ 2^{7}	med 2^{6} 7^{9}	lg 1^{8} 6^{4} 10-4-74	Box 3 Belts 21^{8} Carmen
S118 K11926 Style 1001 Bone C Neck 30 dz ^{7} 8/30/74 *	ⓐ sm 1^{8} ⓑ 3^{5}	med 5 10^{4}	lg 3^{4} 6^{10} 10-14-74	Box 5 Belts 10 Carmen
S119 K83453 Style 1001 Gold C Neck ~~20~~ dz 19^{4} 8/30/74 *	ⓐ sm $^{10}/_{12}$ ⓑ 2^{9}	med 2^{6} 7^{9}	lg 1^{8} 4 10-4-74	Belts 20 dz Carmen

GC-2

CL

1974

CL 153 Style 742 K1173 Pink/wh 25 dz. 6	SM 6^{4}	MED 12^{10}	Large 6^{4}	~~Box~~
1-2-74	★		1-7-74	Katie
CL 154 Style 742 K1173 Pink/wh 15 dz ^{4}	SM 3^{10}	MED 7^{8}	Large 3^{10}	~~Box~~
1-3-74	★		1-8-74	Marie
CL 155 Style 742 K 9376 Pink/wh ~~25 dz.~~ 24^{11}	SM 6^{2}	MED $12^{4}+3$	Lg 6^{5}	~~Box~~
1-16-74	★ Keep Seperate 3 MED		1/16/74	Marie
CL 156 Style 742 K1175 Blue/wh ~~15 dz.~~ 15 doz ^{8}	SM 3^{11}	MED 7^{10}	Lg. 3^{11}	~~Box~~
1-10-74	★		1/11/74	Marie
CL 157 Style 742 K1176 Green/wh ~~25 dz~~ 40^{8}	SM 10^{2}	MED 20^{4}	Lg 10^{2}	
1-17-74	★		1-23-74	Katie

GC-20

1974

	~~Sm~~ 36	~~Med~~ 38	40	~~Lg.~~ 42	SB
(1) B100 K05345 Style 1101 Lt Blue ~~25~~ yd 30 ^{4} 4-19-74	* 5	10^{2}	10^{2}	5 4-25-74	Belts 31 yd Katie
B101 K05346 Style 1101 Pink ~~25~~ doz 27 ^{11} 4-24-74	* 4^{8}	9^{4}	9^{8}	4^{6} 4-29-74	Belts 28 Katie
B102 K05347 Style 1101 Maize 25 doz 29 ^{3} 4-24-74	* 5	9^{10}	9^{2}	5 4-30-74	Belts 30 yd Katie
B103 ~~A6004~~ 612395 Style 1996 V-Card 50 [illegible] 49 ^{2} Buch (1) 5-23-74	* 8^{2}	16^{2}	15^{11}	8^{6} 5-28-74	Box 3, 4, 5 *Seambinding 50 yd *Belts 50 yd Katie
B104 ~~A6004~~ 612395 Style 1996 V Card 51 yd ^{4} Buch 5-23-74	* 8^{2}	16^{10}	17^{3}	8^{2} 5-31-74	Box 1, 2, 4 *Seambing 51 ^{4} *Belts 51 ^{4} Josie Katie
B105 612395 Style 1996 Buch V Card 50 yd ^{1} 5-29-74	* 8^{4}	16^{9}	16^{8}	8^{4} 6-4-74	Box 1, 2, 3 *Seambinding 50 ^{1} *Belts 51 ^{6} Katie
B106 612395 Style 1996 Buch V Card [illegible] yd 51 yd 5-29-74	* 8^{4}	17^{8}	11^{8}	8^{2} 6-6-74	Box 3, 4, 5 *Seambinding 51 yd Belts ~~52~~ Sat + Josie
[illegible] 612395 Style 1996 Buch 53 yd ^{3} 5-29-74	* 8^{4} 10^{4}	11^{4}	11^{8}	8^{4} 6-11-74	Box 3, 4, 5 *Seambinding 53 yd Belts ~~53~~ 3 ^{1} Katie & Josie

GC-70

1974

	36	38	40	42	
B108 G12395 Style 1995 Birch 50 dz Club Collar 6-4-74 *	8^{4}	16^{8}	16^{8}	8^{4} 6-13-74	Box ~~7~~ ~~8~~ 9. * Seambinding Belts 50 dz Josie & Katie
B109 G12395 Style 1995 Birch Club. 15 dz. 2 6-7-74 *	2^{8}	5	5	2^{6} 6-18-74	~~Box 7~~ * Seambinding Belts 15 2 Katie & Josie
B110 G12395 Style 1995 Birch Club 35 dz 10 6-7-74 *	6	11^{11}	11^{11}	6 6-19-74	Box ~~7~~, ~~8~~. * Seambinding Belts 35 10 Katie
B111 G12395 Style 1995 Birch Club 50 dz. 6-7-74 *	8^{4}	16^{8}	16^{8}	8^{4} 6-20-74	Box ~~8~~, ~~9~~ ~~10~~ * Seambinding Belts 50 dz Katie
B112 G12395 Style 1995 Birch 50 dz. Club Collar 6-14-74 *	8^{4}	16^{8}	16^{8}	8^{4} 6-21-74	Box ~~9~~, ~~10~~ * Seambinding Belts 50
B113 G12395 Style 1995 Birch Club Col. 50 dz. 9 6-11-74 *	8^{4}	17^{2}	16^{8}	8^{4} 6-25-74	Box ~~7~~, ~~8~~, ~~9~~ * Seambind. * Belts 50 Katie
B114 G12395 Style 1995 Birch Club. ~~dz~~ 49^{4} 6-12-74 * 42 changed to 36 + 38	8^{4}	16^{8}	16^{8}	8^{4} 6-26-74	Box ~~8~~, ~~11~~, ~~12~~. Seambinding Belts 49 4 Katie
B115 G12395 Style 1995 Birch Club. [illegible] dz. 6-18-74 *	8^{4}	16^{8}	16^{8}	8^{4} 7-2-74	Box ~~[illegible]~~ ~~[illegible]~~ [illegible] * Seambinding Belts 50 dz [illegible]

1974

[illegible] 6-12395	36	38	40	42	Box 7, 8, 7
Style 1996 V Card 50 ¢	8^{5}	16^{2}	16^{2}	8^{4}	* Darlington Belts 50 ¢ Grace
6-20-74 *					
B 119 6-12395	36	38	40	42	Box 8, 7, 8
Style 1996 V Card 50 ¢	8^{4}	16^{8}	16^{2}	8^{4}	Belts 50 ¢
6-28-74 *				8-3-74	Grace
B 118 6-12395	36	38	40	42	Box 5, 9, 7
Style 1996 V Card 50 ¢ 10 Buch	8^{6}	16^{11}	16^{11}	8^{6}	Belts 50 ¢
6-28-74 *				8-5-74	Grace
B 119 6-12395	36	38	40	42	Box 4, 7, 8
Style 1995 Buch 50 ¢	4	12^{12}	16^{8}	16^{6}	Belts 50 ¢
7-11-74 *				8-12-74	Grace
B 120 6-12395	36	38	40	42	Box 8, 7, 8
Style 1996 Buch 50 ¢	10	15^{1}	15	10	Belts 50 ¢
8-1-74 *				9-20-74	Grace
xB 121 6-12395	36	38	40	42	Careman
Style 1996 Buch 50 ¢	10	15	15	10	Belts 50 ¢
8-2-74 *				9-20-74	
xB 122 6-12395	36	38	40	42	Box 8, 8
Style 1996 Buch 50 ¢	10	15^{2}	15^{2}	10	Belts 50 ¢
8-2-74 *				8-30-74	Careman [illegible]
[illegible] 122 6-12395	36	38	40	42	Box [illegible]
Style 1996 Buch 50 ¢	10	15^{2}	15	10	Belts 50 ¢
[illegible]-74 *				9/10/74	Grace

9 [illegible]

	36	38	40	42	
NB 12-4 G-12395 Style 1191 ✓ Buick 36 J 9-4-74	6	9	8	6 9-25-74	Box 1 + Lilo 2 Grace

FORM NLRB-501
(2-67)

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Form Approved
Budget Bureau No. 64-R001.12

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD

CHARGE AGAINST EMPLOYER

GC-21a

INSTRUCTIONS: File an original and 4 copies of this charge with NLRB regional director for the region in which the alleged unfair labor practice occurred or is occurring.

DO NOT WRITE IN THIS SPACE
Case No. 29-CA-4571
Date Filed 9/11/75

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer Solboro Knitting Mills, Inc.	b. Number of Workers Employed 15

c. Address of Establishment (Street and number, city, State, and ZIP code) 15 Pond Road, Oakdale, New York 11769	d. Employer Representative to Contact Murray Harkavy, President	e. Phone No. (516) 567-0688
f. Type of Establishment (Factory, mine, wholesaler, etc.) Factory	g. Identify Principal Product or Service Knitted Sweaters	

h. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (3) (List subsections) of the National Labor Relations Act, and these unfair labor practices are unfair labor practices affecting commerce within the meaning of the Act.

2. Basis of the Charge (Be specific as to facts, names, addresses, plants involved, dates, places, etc.)

Since on or about July 1, 1975, the Employer, through its officers, agents and representatives, has failed and refused to recall or offer to recall the following employees to their former or substantially equivalent positions of employment because of their membership in and activities on behalf of the Union:

Grace Rugolo
Donna Moravec
Mary M. White
Margaret Passannante

By the above and other acts, the above-named employer has interfered with, restrained, and coerced employees in the exercise of the rights guaranteed in Section 7 of the Act.

3. Full Name of Party Filing Charge (if labor organization, give full name, including local name and number)

Local 107, International Ladies' Garment Workers' Union

4a. Address (Street and number, city, State, and ZIP code) 2 Shore Lane, Bay Shore, New York 11706	4b. Telephone No. (516) 666-5200

5. Full Name of National or International Labor Organization of Which It Is an Affiliate or Constituent Unit (To be filled in when charge is filed by a labor organization)

International Ladies' Garment Workers' Union, AFL-CIO

6. DECLARATION

I declare that I have read the above charge and that the statements therein are true to the best of my knowledge and belief.

By ______________________ (Signature of representative or person filing charge) Attorney (Title, if any)

Address 1710 Broadway, New York, N.Y. 10019 (212) 265-7000 (Telephone number) September 10, 1975 (Date)

WILLFULLY FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

21a

GPO 798-071

ORIGINAL

GC-21(c)

UNITED STATES OF AMERICA
BEFORE THE NATIONAL LABOR RELATIONS BOARD
REGION 29

SOLBORO KNITTING MILLS, INC.

and Case No. 29-CA-4571

LOCAL 107, INTERNATIONAL LADIES'
GARMENT WORKERS UNION, AFL-CIO

COMPLAINT AND NOTICE OF HEARING

It having been charged by Local 107, International Ladies' Garment Workers Union, AFL-CIO, herein called the Union, that Solboro Knitting Mills, Inc., herein called Respondent, has engaged in, and is engaging in, certain unfair labor practices affecting commerce as set forth and defined in the National Labor Relations Act, as amended, 29 U.S.C., Sec. 151, et seq., herein called the Act, the General Counsel of the National Labor Relations Board, herein called the Board, on behalf of the Board, by the undersigned Regional Director for Region 29, pursuant to Section 10(b) of the Act and the Board's Rules and Regulations - Series 8, as amended, Section 102.15, hereby issues this Complaint and Notice of Hearing and alleges as follows:

1. The Charge in this proceeding was filed by the Union on September 11, 1975, and served by registered mail upon Respondent on September 11, 1975.

2. Respondent is, and has been at all times material herein, a corporation duly organized under, and existing by virtue of, the laws of the State of New York.

3. At all times material herein, Respondent has maintained its principal office and place of business at 15 Pond Road, in the Town of Oakdale, County of Nassau, State of New York, herein called the Oakdale plant, where it is, and has been at all times material herein, engaged in the providing and sale of knitting, sewing and related services in the contracting for manufacture of knitted sweaters and related products.

21c

4. (a) During the past fiscal year, which period is representative of its operations generally, Respondent, in the course and conduct of its business, derived gross revenues therefrom in the amount of $135,000.

(b) During the same period, the Respondent made sales of services valued in excess of $50,000 to business enterprises located within the State of New York, each of which enterprises annually produces or sells goods valued in excess of $50,000, which it ships directly out of the state wherein the enterprise is located.

5. Respondent is, and has been at all times material herein, an employer engaged in commerce within the meaning of Section 2(2), (6) and (7) of the Act.

6. The Union is, and has been at all times material herein, a labor organization within the meaning of Section 2(5) of the Act.

7. (a) In Case No. 29-CA-4058, the undersigned Regional Director issued a Complaint and Notice of Hearing on January 6, 1975. In said Complaint it was alleged, inter alia, that Respondent herein laid off the following-named employees on the dates listed below, and thereafter failed to recall said employees because said employees had joined and assisted the Union and engaged in other concerted activity for the purpose of collective bargaining and mutual aid and protection:

Margaret Passannante	October 4, 1974
Mary White	October 7, 1974
Donna Moravec	October 8, 1974
Grace Rugolo	October 8, 1974

(b) A hearing on the Complaint issued in Case No. 29-CA-4058 described above in subparagraph (a), was held on various dates in February 1975 before Administrative Law Judge Irving Herman.

8. Commencing in or around June 1975, including specifically on June 6, 10, 12, 13 and 14, 1975, and on various other dates presently unknown during the months of June and July 1975, Respondent placed advertisements in local newspapers, including Newsday, soliciting applications for

employment with Respondent at its Oakdale plant in various production and maintenance classifications, including sewing machine operators, floor help and pressers.

9. On or about the dates listed below next to their respective names, the following employees who had been laid off by Respondent, as alleged in the Complaint issued by the undersigned Regional Director in Case No. 29-CA-4058, made applications for employment with Respondent and requested that Respondent recall them to their former, or substantially equivalent, positions of employment:

Grace Rugolo	June 27, 1975
Donna Moravec	July 14, 1975
Mary White	July 15, 1975
Margaret Passannante	July 21, 1975

10. On or about the dates listed below next to their respective names, Respondent refused, and continues to refuse, to recall, or offer to recall, the following-named employees to their former, or substantially equivalent, positions of employment, and refused, and continues to refuse, to reemploy said employees:

Grace Rugolo	July 1, 1975
Donna Moravec	July 14, 1975
Mary White	July 15, 1975
Margaret Passannante	July 21, 1975

11. Respondent engaged in the conduct as described above in paragraph 10 because said employees joined and assisted the Union and engaged in other concerted activity for the purpose of collective bargaining and mutual aid and protection, and because said employees gave testimony under the Act in Case No. 29-CA-4058.

12. By the acts described above in paragraphs 10 through 11, and by each of said acts, Respondent interfered with, restrained and coerced, and is interfering with, restraining and coercing, its employees in the

exercise of the rights guaranteed in Section 7 of the Act, and thereby engaged in, and is engaging in, unfair labor practices affecting commerce within the meaning of Section 8(a)(1) and Section 2(6) and (7) of the Act.

13. By the acts described above in paragraphs 10 and 11, and by each of said acts, the Respondent discriminated, and is discriminating, in regard to the hire and tenure and terms and conditions of employment of its employees, thereby discouraging membership in a labor organization, and thereby engaged in, and is engaging in, unfair labor practices affecting commerce within the meaning of Section 8(a)(3) and Section 2(6) and (7) of the Act.

14. By the acts described above in paragraphs 10 and 11, and by each of said acts, Respondent discriminated, and is discriminating, against employees for having filed charges and giving testimony under the Act, and thereby engaged in, and is engaging in, unfair labor practices affecting commerce within the meaning of Section 8(a)(4) and Section 2(6) and (7) of the Act.

15. The acts of Respondent described above in paragraphs 10 and 11, occurring in connection with the operations of the Respondent described above in paragraphs 2 through 5, have a close, intimate and substantial relation to trade, traffic and commerce among the several states and tend to lead to labor disputes burdening and obstructing commerce and the free flow of commerce.

PLEASE TAKE NOTICE that on the 14th day of October, 1975 at 11:00 a.m. at 16 Court Street, fourth floor, in the Borough of Brooklyn, in the City and State of New York, and on consecutive days thereafter until concluded, a hearing will be conducted before a duly designated Administrative Law Judge of the National Labor Relations Board on the allegations set forth in the above Complaint, at which time and place you will have the right to appear in person, or otherwise, and give testimony. Form NLRB-4668, Statement Of Standard Procedures In Formal Hearings Held Before The National Labor Relations Board In Unfair Labor Practice Cases, is attached.

YOU ARE FURTHER NOTIFIED that, pursuant to Sections 102.20 and 102.21 of the Board's Rules and Regulations, the Respondent shall file with the undersigned Regional Director, acting in this matter as agent of the National Labor Relations Board, an original and four (4) copies of an answer to the said Complaint within ten (10) days from the service thereof, and that unless it does so, all the allegations in the Complaint shall be deemed to be admitted by it to be true and may be so found by the Board. Immediately upon the filing of its answer, Respondent shall serve a copy thereof on each of the other parties.

Dated at Brooklyn, New York, this 29th day of September, 1975.

Samuel M Kaynard

Samuel M. Kaynard
Regional Director, Region 29
National Labor Relations Board
16 Court Street
Brooklyn, New York 11241

FORM NLRB-4668
(1-73)

(C CASES)

SUMMARY OF STANDARD PROCEDURES IN FORMAL HEARINGS HELD BEFORE THE NATIONAL LABOR RELATIONS BOARD IN UNFAIR LABOR PRACTICE PROCEEDINGS PURSUANT TO SECTION 10 OF THE NATIONAL LABOR RELATIONS ACT, AS AMENDED

The hearing will be conducted by an Administrative Law Judge of the National Labor Relations Board. He will preside at the hearing as an independent, impartial trier of the facts and the law and his decision in due time will be served on the parties. His headquarters are either in Washington, D.C. or San Francisco, California.

At the date, hour, and place for which the hearing is set, the Administrative Law Judge, upon the joint request of the parties, will conduct a "prehearing" conference, prior to or shortly after the opening of the hearing, to assure that the issues are sharp and clear-cut; or he may, on his own initiative, conduct such a conference. He will preside at any such conference, but he may, if the occasion arises, permit the parties to engage in private discussions. The conference will not necessarily be recorded, but it may well be that the labors of the conference will be evinced in the ultimate record -- for example, in the form of statements of position, stipulations, and concessions. Except under unusual circumstances, the Administrative Law Judge conducting the prehearing conference will be the one who will conduct the hearing; and it is expected that the formal hearing will commence or be resumed immediately upon completion of the prehearing conference. No prejudice will result to any party unwilling to participate in or to make stipulations or concessions during any prehearing conference.

(This is not to be construed as preventing the parties from meeting earlier for similar purposes. To the contrary, the parties are encouraged to meet prior to the time set for hearing in an effort to narrow the issues.)

Parties may be represented by an attorney or other representative and present evidence relevant to the issues.

An official reporter will make the only official transcript of the proceedings, and all citations in briefs and arguments must refer to the official record. The Board will not certify any transcript other than the official transcript for use in any court litigation. Proposed corrections of the transcript should be submitted, either by way of stipulation or motion, to the Administrative Law Judge for his approval.

All matter that is spoken in the hearing room while the hearing is in session will be recorded by the official reporter unless the Administrative Law Judge specifically directs off-the-record discussion. In the event that any party wishes to make off-the-record statements, a request to go off the record should be directed to the Administrative Law Judge and not to the official reporter.

Statements of reasons in support of motions and objections should be specific and concise. The Administrative Law Judge will allow an automatic exception to all adverse rulings, and, upon appropriate order, an objection and exception will be permitted to stand to an entire line of questioning.

All exhibits offered in evidence shall be in duplicate. Copies shall also be supplied to other parties. If a copy of any exhibit is not available at the time the original is received, it will be the responsibility of the party offering such exhibit to submit the copy before the close of hearing. In the event such copy is not submitte and the filing thereof has not for good reason shown been waived by the Administrative Law Judge, any ruling receiving the exhibit may be rescinded and the exhibit rejected.

Any party shall be entitled, upon request, to a reasonable period at the close of the hearing for oral argument, which shall be included in the stenographic report of the hearing. In the absence of a request, the Administrative Law Judge may himself ask for oral argument, if at the close of the hearing he believes that such argument would be beneficial to his understanding of the contentions of the parties and the factual issues involved.

Any party shall also be entitled upon request made before the close of the hearing, to file a brief or proposed findings and conclusions, or both, with the Administrative Law Judge who will fix the time for such filing.

Attention of the parties is called to the following requirements laid down in Section 102.42 of the Board's Rules and Regulations with respect to the procedure to be followed before the proceeding is transferred to the Board:

> No request for an extension of time within which to submit briefs or proposed findings to the Administrative Law Judge will be considered unless received by the Chief Administrative Law Judge in Washington, D. C. (or in cases under the San Francisco, California branch office of the Division of Judges, the Presiding Judge in charge of such office) at least 3 days prior to the expiration of time fixed for the submission of such documents. Notice of request for such extension of time must be served simultaneously upon all other parties, and proof of such service furnished to the Chief Administrative Law Judge or Presiding Judge as the case may be. All briefs or proposed findings filed with the Administrative Law Judge must be submitted in triplicate, and may be in typewritten, printed, or mimeographed form, with service upon the other parties.

In due course the Administrative Law Judge will prepare and file with the Board his decision in this proceeding, and will cause a copy thereof to be served upon each of the parties. Upon filing of the said decision, the Board will enter an order transferring this case to itself, and will serve copies of that order, setting forth the date of such transfer, upon all parties. At that point, the Administrative Law Judge's official connection with the case will cease.

The procedure to be followed before the Board from that point forward, with respect to the filing of exceptions to the Administrative Law Judge's Decision, the submission of supporting briefs, requests for oral argument before the Board, and related matters, is set forth in the Board's Rules and Regulations, Series 8, as amended, particularly in Section 102.46, and following sections. A summary of the more pertinent of these provisions will be served upon the parties together with the order transferring the case to the Board.

Adjustments or settlements consistent with the policies of the Act reduce government expenditures and promote amity in labor relations. Upon request, the Administrative Law Judge will afford reasonable opportunity during the hearing for discussions between the parties if adjustment appears possible, and may himself suggest it.

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GC-21(h)

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
REGION 29

- - - - - - - - - - - - - - - - - - - x

SOLBORO KNITTING MILLS, INC.

-and-

LOCAL 107, INTERNATIONAL LADIES'
GARMENT WORKERS UNION, AFL-CIO

- - - - - - - - - - - - - - - - - - - x

Case No. 29-CA-4571

ANSWER

Respondent, SOLBORO KNITTING MILLS, INC., by its attorneys, Rains, Pogrebin & Scher, for its answer to the complaint herein, alleges as follows:

FIRST: Admits each and every allegation contained in paragraphs numbered "1", "2", "3", "4", "5", "6", "7" and "8".

SECOND: Denies each and every allegation contained in paragraphs numbered "9", "10", "11", "12", "13", "14" and "15".

WHEREFORE, respondent prays for a dismissal of the complaint in its entirety.

Dated: October 9, 1975

RAINS, POGREBIN & SCHER
Attorneys for Respondent

By: Martin H. Scher
Martin H. Scher
210 Old Country Road
Mineola, New York 11501
(516) 742-1470

21h

22
#

NATIONAL LABOR RELATIONS BOARD
OFFICIAL EXHIBIT No. GC-22
Docket No. 29-CA-4058/4571
Disposition
Identified ✓
Received ✓
Rejected
In the matter of
Date 10/14/75 Witness Reporter DD
No. Pages

June 23, 1975

Dear Mrs Murry,

I Grace Rugolo am ready & able to report back to work. I trust that I will be hearing from you in the near future

Grace Rugolo

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Solboro Knitting Mills Inc.
MANUFACTURERS OF KNITTED NOVELTIES

15 POND ROAD
OAKDALE, N. Y. 11769
516 - 567-0688

July 1, 1975

Dear Grace,

I received your registered letter Saturday, but I think you know what my answer is going to be.

Fortunately, last fall the season came to an abrupt end for Solboro and the result was that you were laid off and it did not reach the point of another incident between us. I say, fortunately, because if business had remained good and there had been no need for layoffs, I would have let you go anyway because of your foul mouth. I don't think it is reasonable for you to think that I can forget hearing you call me a "Fucking Son of a Bitch" that day in October when I brought work for you to do instead of Jo O'Connell bringing it to you.

I know from my many years of working with people that an employee can say or do something to the boss, which really puts an end to the relationship and makes it impossible for them to work together afterwards. As far as I am concerned, you did exactly that with your vulgar, abusive outburst.

If after some more time passes and I feel differently about you, a I can put what you said out of my mind, I may reconsider, but right now it is too fresh in my mind.

Very truly yours,

Rita Harley

Mrs. Murray

NATIONAL LABOR RELATIONS BOARD
OFFICIAL EXHIBIT NO. GC-23
Docket No. 29CA4058/4571
Disposition: Identified ✓
Received
Rejected
In the matter of
10/14/75 Witness
Reporter DP

GC 9

154 24

[illegible] Malone
[illegible] Gillette Ave.
Bayport, New York 11705
July 14, 1975

Dear Mr. [illegible],

I am available and ready to report for work right now. Please inform me as soon as possible.

Sincerely yours
[illegible] Malone

NATIONAL LABOR RELATIONS BOARD
Case No. 29CA4058/4571 OFFICIAL EXHIBIT NO. GC-24
Disposition { Identified ✓ Received ✓ Rejected
In the matter of
Date 10/14/75 Witness Reporter DP
No. Pages

25

155

Solboro Knitting Mills Inc.
MANUFACTURERS OF KNITTED NOVELTIES

15 POND ROAD
OAKDALE, N. Y. 11769
516 - 567-0688

June 30, 1975

Donna Moravec
663 L. Gillette Ave.
Bayport, New York 11705

Dear Donna,

Mrs. Murray told me of the telephone conversation you had with her, on or about June 4, 1975, in which you advised her you are going to Adolphi College and that you are not interested in returning to work for us.

We wish you every success in school and your future career.

Sincerely Yours,

Murray Harkavy
Murray Harkavy, Pres.
Solboro Ktg. Mills, Inc.

NATIONAL LABOR RELATIONS BOARD
OFFICIAL EXHIBIT NO. GC-25
29CA 4058/4571 Docket No.
Disposition
Identified ✓
Received
Rejected
In the matter of
Date 10/14/75 Witness
Reporter DIP
No. Pages

26

Tuesday, July 15, 1975

655 Middle Country Road
Apt 4F2
Coram, NY 11727

Hello Mrs Murry,

I noticed your ad for Sewing operators in The daily newspaper "Newsday". I am Ready, willing & able to work Right Now.

Your immediate reply would be appreciated.

Sincerely,

Mary M. White

RELATIONS BOARD
OFFICIAL EXHIBIT NO. GC-26
29CA4058/4571
Disposition { Identified ✓ Received ✓ Rejected
In the Matter of
10/14/75
Witness
Reporter OD

27

July 21/1975
61 Edgewood Rd
Oakdale, N.Y. 11769.

Dear Mr Murray

Your ad for workers has been in the papers for at least 4 wks. I wasn't called and I'm ready and willing to work right now. Please inform

Thank You
Margaret Passannante

NATIONAL LABOR RELATIONS BOARD
OFFICIAL EXHIBIT NO. GC-27
Docket No. 29 CA 4058/4571
Disposition { Identified ✓ Received ✓ Rejected
In the matter of
Reporter DD
Date 10/14/75 Witness
No. Pages

158

PAYROLL WEEK ENDING → 5/17 1975

NAME OF EMPLOYEE			DAYS AND HOURS M	T	W	Th	F			TOTAL REGULAR TIME	TOTAL OVERTIME	NO. OF UNITS	RATE AMOUNT	PER	REGULAR WAGES	OVERTIME WAGES
1 RICHARD KILZ	4	M	8	8	8	8	8			40			6 -			
2 LAURENCE HARKAVY	1	S	weekly													
3 ANA NEMEC	1	S	6	8	6	6	6			32			245			
4 JOSEPHINE O'CONNELL	5	M	6½	7	7	7	5			32½			240			
5 PHILIP KILZ	2	M														
6 CARMELA CACOPERDO	2	S														
7 MILDRED EVE	0	M														
8 RON FLORES	1	S														
9 FELIPE ARIAS	4	M														
10 JULIA DELFINO	0	M														
11 DEIDRI SCHOELLIG	2	S														
12 DORIS MEYER	5	M														
13 KAREN ROXBURGH	1	S														
14 IN MAY WENDOLOWSKI	2	M														
15 DEBORAH HARKAVY	1	S														
16 JULIA CERRITOS	1	M														
17 MADELINE MAENZA	2	M														
18 JOSIE MALTAGHATI	2	M														
19 BETTY BEHNKE	2	M														
20 ELIDE GASPERI	0	M														
21 ARADELIA ORTIZ	0	M														
22 JOHN KAUFFMAN	1	S														
23 HERMINE VAMPATELLA	0	M														
24																
25																
26																
27																
28																
29																
30																
31																

G.C. Ex. 28
(21 pages)

	TOTAL WAGES	EMPLOYEE DEDUCTIONS FED. O.A.T.	FED. WITH. TAX	STATE WITH. TAX	CITY WITH. TAX	N.Y. DISAB. TAX	LOAN	TOTAL DEDUCTIONS	NET AMOUNT PAYABLE
1	240 -	14 05	~~[illegible]~~ 24 65	7 50		.30			193 50
2	100 -	5 85	13 40	2 60		.30			77 85
3	78 40	4 59	8 -	1 70		.30			63 81
4	78 -	4 56				.30	10 -		63 14
5									
6	496 40	29 05	46 05	11 80		1 20	10 -		398 30
7	✓								
8									
9									
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159

PAYROLL WEEK ENDING → 5/24 1975

	NAME OF EMPLOYEE			DAYS AND HOURS	M	T	W	T	F			TOTAL REGULAR TIME	TOTAL OVERTIME	NO. OF UNITS	RATE AMOUNT	RATE PER	REGULAR WAGES	OVERTIME WAGES		TOTAL WAGES	EMPLOYEE DEDUCTIONS FED. O.A.T.	FED. WITH. TAX	STATE WITH. TAX	CITY WITH. TAX	SICK DIS. T/A		TOTAL DEDUCTIONS	NET AMOUNT PAYABLE
1	RICHARD KILZ	4	M	6	8	8	9½	9½	9½			40	4½		6 -		240 -	40 50	1	280 50	16 41	32 80	10 10		30			220 89
2	LAURENCE HARKAVY	1	S		Weekly														2	100 -	5 85	13 40	2 60		30			77 85
3	ANA NEMEC	1	S	6	7	8	6	6	6			33			2 45				3	80 85	4 73	6 70	1 70		30			67 42
4	JOSEPHINE O'CONNELL	5	M	6	7	7	7	7	7			35			2 40				4	84 -	4 91				30			78 79
5	PHILIP KILZ	2	M																5									
6	CARMELA CACOPERDO	2	S																6	545 35	31 90	52 90	14 40		1.20			444 95
7	MILDRED EVE	0	M																7	↙								
8	RON FLORES	1	S																8									
9	FELIPE ARIAS	4	M																9									
10	JULIA DELFINO	0	M																10									
11	DEIDRI SCHOELLIG	2	S																11									
12	DORIS MEYER	5	M																12									
13	KAREN ROXBURGH	1	S																13									
14	IN MAY WENDOLOWSKI	2	M																14									
15	DEBORAH HARKAVY	1	S																15									
16	JULIA CERRITOS	1	M																16									
17	MADELINE MAENZA	2	M																17									
18	JOSIE MALIAGHATI	2	M																18									
19	BETTY BEHNKE	2	M																19									
20	ELIDE GASPERI	0	M																20									
21	ARADELIA ORTIZ	0	M																21									
22	JOHN KAUFMAN	1	S																22									
23	HERMINE VAMPATELLA	0	M																23									
24																			24									
25																			25									
26																			26									
27																			27									
28																			28									
29																			29									
30																			30									
31																			31									

[illegible] NO. [illegible]

160

PAYROLL WEEK ENDING → 5/31 19 75

	NAME OF EMPLOYEE			M	T	W	Th	F	TOTAL REGULAR TIME	TOTAL OVERTIME	NO. OF UNITS	RATE AMOUNT	PER	REGULAR WAGES	OVERTIME WAGES	TOTAL WAGES	FED. O.A.T.	FED. WITH. TAX	STATE WITH. TAX	CITY WITH. TAX	SICK. DISB. TAX	TOTAL DEDUCTIONS	NET AMOUNT PAYABLE
1	RICHARD KILZ	4	M	Hol ~~9½~~	9½	9½	9½	9½ ~~[illegible]~~	40	6		6 -		240 -	54 -	294 -	17 20	34 50	10 90		30		231 0
2	LAWRENCE HARKAVY	1	S		wedding											100 -	5 85	13 40	2 60		30		77 8
3	ANA NEMEC	1	S	H	8	6	6	8	36			2 45				88 20	5 16	8 20	2 10		30		72 4
4	JOSEPHINE O'CONNELL	5	M	H	7	7	7	7	36			2 40				86 40	5 05				30		81 05
5	PHILIP KILZ	2	M		x	9½	x	9½	19			5.50				104 50	6 11				30		98 09
6	CARMELA CACOPERDO	2	S																				
7	MILDRED EVE	0	M													673 10	39 37	56 10	15 60		1 50		560 53
8	RON FLORES	1	S													✓							
9	FELIPE ARIAS	4	M																				
10	JULIA DELFINO	0	M																				
11	DEIDRI SCHOELLIG	2	S																				
12	DORIS MEYER	5	M																				
13	KAREN ROXBURGH	1	S																				
14	IN MAY WENDOLOWSKI	2	M																				
15	DEBORAH HARKAVY	1	S																				
16	JULIA CERRITOS	1	M																				
17	MADELINE MAENZA	2	M																				
18	JOSIE MALTAGHATI	2	M																				
19	BETTY BEHNKE	2	M																				
20	ELIDE GASPERI	0	M																				
21	ARADELIA ORTIZ	0	M																				
22	JOHN KAUFFMAN	1	S																				
23	HERMINE VAMPATELLA	0	M																				
24																							
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29																							
30																							
31																							

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161

PAYROLL WEEK ENDING → 6/7 19 75

	NAME OF EMPLOYEE				M	T	W	Th	F	S		TOTAL REGULAR TIME	TOTAL OVERTIME	NO. OF UNITS	RATE AMOUNT	RATE PER	REGULAR WAGES	OVERTIME WAGES
1	Richard Kilz	4	M		12	12	12	12	12	10		40	30		6 -		240 —	270 —
2	LAURENCE HARKAVY	1	S		[illegible]							8						
3	ANA NEMEC	1	S		6	6	8	8	6			34			245			
4	JOSEPHINE O'CONNELL	5	M		8	8	8	8	8			40			240			
5	PHILIP KILZ	2	M		×	×	×	×	×									
6	CARMELA CACOPERDO	2	S		×	8	8	8	8			32			225			
7	MILDRED EVE	0	M															
8	RON FLORES	1	S															
9	FELIPE ARIAS	4	M															
10	JULIA DELFINO	0	M															
11	DEIDRI SCHOELLIG	2	S															
12	DORIS MEYER	5	M															
13	KAREN ROXBURGH	1	S															
14	[illegible] WENDOLOWSKI	2	M															
15	DEBORAH HARKAVY	1	S															
16	JULIA CERRITOS	1	M															
17	MADELINE MAENZA	2	M															
18	JOSIE MALTAGHATI	2	M															
19	BETTY BEHNKE	2	M															
20	ELIDE GASPERI	0	M															
21	AMADELIA ORTIZ	0	M															
22	JOHN KAUFFMAN	1	S															
23	Hermine Vampatella	0	M															
24																		
25																		
26																		
27																		
28																		
29																		
30																		
31																		

	TOTAL WAGES	FED. O.A.T.	FED. WITH. TAX	STATE WITH. TAX	CITY WITH. TAX	[illegible]	Blue X	TOTAL DEDUCTIONS	NET AMOUNT PAYABLE
1	510 —	29 84	39 80	13 30		.30	102 12		324 64
2	100 —	5 85	13 40	2 60		30			77 85
3	83 30	4 87	7 —	1 80		30			69 33
4	96 —	5 62				30			90 08
5	—								—
6	72 —	4 21	3 10	1 10		30			62 29
7									
8	861 30	50 39	63 30	18 80		1 50	102.12		625 19
9									
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31									
32									

162

PAYROLL WEEK ENDING 9/14 19 75

	NAME OF EMPLOYEE			DAYS AND HOURS	M	T	W	Th	F	S	TOTAL REGULAR TIME	TOTAL OVERTIME	NO. OF UNITS	RATE AMOUNT	RATE PER	REGULAR WAGES	OVERTIME WAGES	TOTAL WAGES	FED. O.A.T.	FED. WITH. TAX	STATE WITH. TAX	CITY WITH. TAX	SICK. DISAB. TAX		TOTAL DEDUCTIONS	NET AMOUNT PAYABLE
1	RICHARD KILZ	4	M	1	8½	8½	12	12	12	10	40	23		6 -		240 -	207	447 -	26 15	71 -	25 70		30			323 85
2	LAURENCE HARKAVY	1	S	6	Weekly													120 -	7 -	7 90	3 50		30			101 30
3	ANA NEMEC	1	S	6	6	6	6	8	6		32			2 60				83 20	4 87	7 -	1 80		30			69 23
4	JOSEPHINE O'CONNELL	5	M		8	8	8	8	8		40			2 55				102 -	5 97	-	-		30			95 73
5	PHILIP KILZ	2	M		x	x	8	8	8		24			5 50				132 -	7 72	-	-		30			123 28
6	CARMELA CACOPERDO	2	S		8	8	8	8	8		40			2 25				90 -	5 27	5 90	1 60		30			76 93
7	MILDRED EVE	0	M		x	x	5	8	7		20			2 20				44 -	2 17				22			41 21
8	RON FLORES	1	S		x	4	4	4	4		16			2 25				36 -	2 11				18			33 75
9	FELIPE ARIAS	4	M																							
10	JULIA DELFINO	0	M																							
11	DEIDRI SCHOELLIG	2	S															1054 50	61 66	91 80	32 60		2 20			865 74
12	DORIS MEYER	5	M															✓								
13	KAREN ROXBURGH	1	S																							
14	LN NAY WENDOLOWSKI	2	M																							
15	DEBRA AH HARKAVY	1	S															60 -	4 92				30			54 78
16	JULIA CERRITOS	1	M															1114 20	66 55				2 50			920 72
17	MADELINE MAENZA	2	M																							
18	JOSIE MALTAGHATI	2	M																							
19	BETTY BEHNKE	2	M																							
20	ELIDE GASPERI	0	M																							
21	ANADELIA ORTIZ	0	M																							
22	JOHN KAUFFMAN	1	S																							
23	HERMINE VAMPATELLA	0	M																							
24																										
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26																										
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28																										
29																										
30																										
31																										

[illegible] NO. [illegible]

163

PAYROLL WEEK ENDING → 6/21 1975

	NAME OF EMPLOYEE			M	T	W	T	F	S		TOTAL REGULAR TIME	TOTAL OVERTIME	NO. OF UNITS	RATE AMOUNT	PER	REGULAR WAGES	OVERTIME WAGES		TOTAL WAGES	FED. O.A.T.	FED. WITH. TAX	STATE WITH. TAX	CITY WITH. TAX	SICK DISB. TAX		TOTAL DEDUCTIONS	NET AMOUNT PAYABLE
1	Richard Kilz	4	M	12	12	12	12	12	6		40	26		6		240 -	234 -	1	474 -	27 72	54 10	16 10		30			375 78
2	LAURENCE HARKAVY	1	S	Weekly														2	120 -	7 -	7 90	3 50		30			101 30
3	ANA NEMEC	1	S	6	6	6	8	6½			32½			2 60				3	84 50	4 94	7 40	1 90		30			69 96
4	JOSEPHINE O'CONNELL	5	M	8	8	8	4½	8			36½			2 55				4	93 07	5 44				30			87 33
5	PHILIP KILZ	2	M	8	x	x	x	8			16			5 50				5	88 -	5 14				30			82 56
6	CARMELA CACOPERDO	2	S	8	8	8	8	8			40			2 25				6	90 -	5 27	5 90	1 60		30			76 93
7	MILDRED EVE	0	M	8	7	8	8	8			39			2 20				7	85 80	5 01	6 60	2 40		30			71 49
8	RON FLORES	1	S	4	4	4	4	x			16			2 25				8	36 -	2 10				30			33 60
9	FELIPE ARIAS	4	M	12	12	12	12	12	6		40	26		3 75		150 -	146 25	9	296 25	17 33	31 50	3 90		30			240 22
10	JULIA DELFINO	0	M	8	6	6	6	6			32			2 20				10	70 40	4 11	1 40	1 40		30			63 19
11	DEIDRI SCHOELLIG	2	S	8	8	8	8	8			40			2 10				11	84 -	4 91	7 -	1 90		30			69 89
12	DORIS MEYER	5	M	x	6½	8	5½	8			28			2 25				12	63 -	3 68				30			59 02
13	KAREN ROXBURGH	1	S	8	8	8	x	x			24			2 10				13	50 40	2 95				25			47 20
14	IN NAY WENDOLOWSKI	2	M	x	x	x	x	8			8			2 10				14	16 80	98				10			15 72
15	DEBORAH HARKAVY	1	S															15	45 -	2 63				25			42 12
16	JULIA CERRITOS	1	M															16									
17	MADELINE MAENZA	2	M															17	1697 22	99 20	124 10	32 70		4 20			1436 32
18	JOSIE MALTAGHATI	2	M															18	S								
19	BETTY BEHNKE	2	M															19									
20	ELIDE GASPERI	0	M															20									
21	ARADELIA ORTIZ	0	M															21									
22	JOHN KAUFMAN	1	S															22									
23	Hermine Vampatella	0	M															23									
24																		24									
25																		25									
26																		26									
27																		27									
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29																		29									
30																		30									
31																		31									

[illegible]

164

PAYROLL WEEK ENDING 6/28 1975

	NAME OF EMPLOYEE				M	T	W	T	F	S	TOTAL REGULAR TIME	TOTAL OVERTIME	NO. OF UNITS	RATE AMOUNT	RATE PER	REGULAR WAGES	OVERTIME WAGES	TOTAL WAGES	FED. O.A.T.	FED. WITH. TAX	STATE WITH. TAX	CITY WITH. TAX	SICK. U.S.D. TAX		TOTAL DEDUCTIONS	NET AMOUNT PAYABLE
1	RICHARD KILZ	4	M	1	12	12	12	12	12	6	40	26		6 -				474 -	27 72	54 10	16 10		30			375 78
2	LAURENCE HARKAVY	1	S		weekly													120 -	7 -	7 90	3 50		30			101 30
3	ANA NEMEC	1	S	6	8	6	6	8	9		37			2 60				96 20	5 62	9 80	2 40		30			78 08
4	JOSEPHINE O'CONNELL	5	M	3	8	8	8	8	8		40			2 55				102 -	5 96				30			95 74
5	PHILIP KILZ	2	M	6	x	8	8	8	8		32			5 50				176 -	10 29	14 20	4 40		30			146 81
6	CARMELA CACOPERDO	2	S	3	8	x	8	8	8		32			2 25				72 -	4 21	3 10	1 10		30			63 29
7	ILDRED EVE	0	M	6	8	8	8	8	8		40			2 20				88 -	5 14	7 -	2 60		30			72 96
8	RON FLORES	1	S	4	x	x	x	x	x									—								—
9	FELIPE ARIAS	4	M	1	12	12	12	12	12	6	40	26		3 75				296 25	17 33	34 50	3 90		30			240 22
10	JULIA DELFINO	0	M	2	6	6	6	6	6		30			2 20				66 -	3 86	80	1 30		30			59 74
11	DEIDRI SCHOELLIG	2	S	6	8	8	8	8	8		40			2 20				88 -	5 14	7 80	2 10		30			72 66
12	DORIS MEYER	5	M	1	8	8	8	8	8		40			2 25				90 -	5 26				30			84 44
13	KAREN ROXBURGH	1	S	6	7½	7½	x	x	x		15			2 10				31 50	1 84				16			29 50
14	IN MAY WENDOLOWSKI	2	M	2	8	8	8	8	4		36			2 10				75 60	4 42		1 10		30			69 78
15	DEBRA^{AH} HARKAVY	1	S		weekly													84 -	5 62				30		84.44	78 08
16	JULIA CERRITOS	1	M																							
17	MADELINE MAENZA	2	M																							
18	JANE MALTAGHATI	2	M																							
19	BETTY BEHNKE	2	M															1859 55	107 11	139 20	35 50		4 06			1568 38
20	ELIDE GASPERI	0	M																							
21	AMADELIA ORTIZ	0	M																							
22	JOHN KAUFMAN	1	S																							
23	HERMINE VAMPATELLA	0	M																							
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30																										
31																										

6-30

165

PAYROLL WEEK ENDING → 7/5 19 75

	NAME OF EMPLOYEE			DAYS AND HOURS							TOTAL REGULAR TIME	TOTAL OVERTIME	NO. OF UNITS	RATE AMOUNT	RATE PER	REGULAR WAGES	OVERTIME WAGES		TOTAL WAGES	EMPLOYEE DEDUCTIONS FED. O.A.T.	FED. WITH. TAX	STATE WITH. TAX	CITY WITH. TAX	[illegible] TAX		TOTAL DEDUCTIONS	NET AMOUNT PAYABLE
				M	T	W	Th	F	S																		
1	RICHARD KILZ	4	M	12	12	12	12	Hol			40	16		6 -				1	384 -	22 46	36 20	11 70		30			✓ 313 34
2	LAURENCE HARKAVY	1	S		Weekly													2	120 -	7 -	9 90	3 50		30			✓ 101 30
3	ANA NEMEC	1	S	x	x	9	8	Hol			25			2 60				3	65 -	3 80	4 10	1 20		30			✓ 55 60
4	JOSEPHINE O'CONNELL	5	M	8	8	8	8	Hol			40			2 55				4	102 -	5 96				30			✓ 95 74
5	PHILIP KILZ	2	M	8	8	7	8	Hol			39			5 50				5	214 50	12 54	18 20	5 30		30			✓ 178 16
6	CARMELA CACOPERDO	2	S	8	8	8	8	Hol			40			2 25				6	90 -	5 27	5 90	1 60		30			✓ 76 93
7	ILDRED EVE	0	M	8	8	8	8	Hol			40			2 20				7	88 -	5 14	7 -	2 60		30			✓ 72 96
8	RON FLORES	1	S	x	x	x	x	x										8	—								—
9	FELIPE ARIAS	4	M	12	12	12	12	x			40	8		4 00		160 -	48 -	9	208 -	12 16	18 40	5 40		30			✓ 171 74
10	JULIA DELFINO	0	M	6	6	6	6	Hol			30			2 20				10	66 -	3 86	80	1 30		30			✓ 59 74
11	DEIDRI SCHOELLIG	2	S	8	8	8	8	x			32			2 20				11	70 40	4 11	5 10	1 40		30			✓ 59 49
12	DORIS MEYER	5	M	8	8	8	8	x			32			2 25				12	72 -	4 21				30			✓ 67 49
13	KAREN ROXBURGH	1	S	x	x	x	x	x										13	—								—
14	IN MY WENDOLOWSKI	2	M	x	8	8	x	x			16			2 10				14	33 60	1 96				17			✓ 31 47
15	DEBORAH HARKAVY	1	S		Weekly													15	90 -	5 26				30			✓ 84 44
16	JULIA CERRITOS	1	M															16									
17	MADELINE MAENZA	2	M															17									
18	JOSIE MALTAGHATI	2	M															18									
19	JETTY BEHNKE	2	M															19	1603 50	93 73	105 60	34 -		3 77			1368 40
20	ELIDE GASPERI	0	M															20									
21	ARADELIA ORTIZ	0	M															21									
22	JOHN KAUFFMAN	1	S															22									
23	HERMINE VAMPATELLA	0	M															23									
24																		24									
25																		25									
26																		26									
27																		27									
28																		28									
29																		29									
30																		30									
31																		31									

MUTUAL N.J. SS-30

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PAYROLL WEEK ENDING → 7/12 1975

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	NAME OF EMPLOYEE			DAYS AND HOURS M	T	W	Th	F	S	TOTAL REGULAR TIME	TOTAL OVERTIME	NO. OF UNITS	RATE AMOUNT	PER	REGULAR WAGES	OVERTIME WAGES	TOTAL WAGES	FED. O.A.T.	FED. WITH. TAX	STATE WITH. TAX	CITY WITH. TAX	SICK DISAB. TAX		TOTAL DEDUCTIONS	NET AMOUNT PAYABLE
1	Richard Kilz	4	M	12	12	12	12	12	6	40	26		6 -				471 -	27 72	54 10	16 10		30			372 78
2	LAURENCE HARKAVY	1	S	Weekly													120 -	7 -	7 90	3 50		30			101 30
3	ANA NEMEC	1	S	6	6	6	8	8		34			260				88 40	5 17	8 20	2 10		30			72 63
4	JOSEPHINE O'CONNELL	5	M	8	8	9½	9½	8	4	40	7		255		102 -	26 78	128 78	7 53	1 20	1 60		30			118 15
5	PHILIP KILZ	2	M	8	8	8	8	8		40			550				220 -	12 87	20 20	6 90		30			179 73
6	CARMELA CACOPERDO	2	S	8	8	8	8	8		40			235				94 -	5 50	6 30	1 80		30			80 10
7	MILDRED EVE	0	M	8	8	7	8	8		39			230				89 70	5 25	7 -	2 60		30			74 55
8	RON FLORES	1	S	x	x	x	x	x																	
9	FELIPE ARIAS	4	M	9	12	12	12	6		40	23		4 -		160 -	138 -	298 -	17 43	34 50	10 90		30			234 87
10	JULIA DELFINO	0	M	8	8	x	x	8		24			230				55 20	3 23	1 30	1 30		28			49 09
11	DEIDRI SCHOELLIG	2	S	4	8	8	8	8		36			225				81 -	4 74	4 30	1 30		30			70 36
12	DORIS MEYER	5	M	8	8	8	8	8		40			250				100 -	5 85	—	80		30			93 05
13	KAREN ROXBURGH	1	S	x	x	x	x	x																	
14	W MAY WENDOLOWSKI	2	M	8	8	8	8	8		40			220				88 -	5 15	2 10	1 60		30			78 45
15	DEBORAH HARKAVY	1	S																						
16	JULIA CERRITOS	1	M	x	x	x	x	8		8			250				20 -	1 17	—	—		10			18 73
17	MADELINE MAENZA	2	M																						
18	JANE MALTAGHATI	2	M																						
19	BETTY BEHNKE	2	M																						
20	ELIDE GASPERI	0	M																						
21	ARADELIA ORTIZ	0	M																		1857 08	108 61	147 10	50 50		3 68			1547 19
22	JOHN KAUFFMAN	1	S														✓								
23	HERMINE VAMPATELLA	0	M																						
24																									
25																									
26																									
27																									
28																									
29																									
30																									
31																									

MUTUAL NO. 55-20

PAYROLL WEEK ENDING → 7/19 1975

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	• NAME OF EMPLOYEE			• DAYS AND HOURS						TOTAL REGULAR TIME	TOTAL OVERTIME	NO. OF UNITS	• RATE		REGULAR WAGES	OVERTIME WAGES	• TOTAL WAGES	• EMPLOYEE DEDUCTIONS							• NET AMOUNT PAYABLE
				M	T	W	Th	F	S				AMOUNT	PER				FED. O.A.T.	FED. WITH. TAX	STATE WITH. TAX	CITY WITH. TAX	SICK DISB. TAX	Bl X	TOTAL DEDUCTIONS	
1	RICHARD KILZ	4	M	12	12	12	12	12	6	40	26		6-				474-	2772	5410	1610		30	5106		32472
2	LAURENCE HARKAVY	1	S	weekly													120-	7-	790	350		30			10130
3	ANA NEMEC	1	S	6	6	6	6	6	4	34			260				8840	517	820	210		30			7263
4	JOSEPHINE O'CONNELL	5	M	9½	9½	8	9½	9	4	40	9½		255		102-	3634	13834	809	290	2-		30			12505
5	PHILIP KILZ	2	M	8	8	8	8	8		40			550				220-	1287	2020	690		30	5106		12867
6	CARMELA CACOPERDO	2	S	8	8	8	8	8		40							94-	550	630	180		30			8010
7	MILDRED EVE	0	M	8	8	8	8	8		40							92-	538	760	270		30			7602
8	RON FLORES	1	S	x	x	x	x	x																	
9	FELIPE ARIAS	4	M	12	12	12	12	12	6	40	26		4-				316-	1849	3790	1250		30			24681
10	JULIA DELFINO	0	M	8	8	8	8	8		40			230				92-	538	760	270		30			7602
11	DEIDRI SCHOELLIG	2	S	9½	9½	9½	8	9	4	40	9½		225		90-	3207	12207	714	12-	290		30			9973
12	DORIS MEYER	5	M	8	8	8	8	8		40			250				100-	575	-	80		30			9315
13	KAREN ROXBURGH	1	S	x	x	x	x	x																	
14	MARY WENDOLOWSKI	2	M	8	8	8	8	8		40			220				88-	515	210	160		30			7885
15	DEBORAH HARKAVY	1	S																						
16	JULIA CERRITOS	1	M	8	8	8	8	8		40			250				100-	575	680	260		30			8455
17	MADELINE MAENZA	2	M	x	8	8	8	8		32			210				6720	393	-	90		30			6207
18	JOSIE MALTAGLIATI	2	M																						
19	BETTY BEHNKE	2	M																						
20	ELIDE GASPERI	0	M																						
21	AMADELIA ORTIZ	0	M														211201	12352	17360	5710		420	10212		164947
22	JOHN KAUFFMAN	1	S														✓								
23	HERMINE VAMPOTELLA	0	M																						
24																									
25																									
26																									
27																									
28																									
29																									
30																									
31																									

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PAYROLL WEEK ENDING → 7/26 19 75

	NAME OF EMPLOYEE			M	T	W	Th	F	S	TOTAL REGULAR TIME	TOTAL OVERTIME	NO. OF UNITS	RATE AMOUNT	PER	REGULAR WAGES	OVERTIME WAGES	TOTAL WAGES	FED. O.A.T.	FED WITH. TAX	STATE WITH. TAX	CITY WITH. TAX	SICK DISB. TAX		TOTAL DEDUCTIONS	NET AMOUNT PAYABLE
1	RICHARD RILZ	4	M	12	12	12	12	12		40	20		6 -				420 -	24 57	44 80	13 30		30			337 03
2	LAURENCE HARKAVY	1	S	Weekly													120 -	7 -	7 90	3 50		30			101 30
3	ANA NEMEC	1	S	6	6	8	6	8		34			260				88 40	5 17	8 20	2 10		30			72 63
4	JOSEPHINE O'CONNELL	5	M	8	8	8	9½	9½		40	3		265				113 48	6 63	—	1 10		30			105 45
5	PHILIP RILZ	2	M	8	6½	8	9	10		40	1½		550				232 38	13 59	22 20	7 80		30			188 49
6	CARMELA CACOPERDO	2	S	8	8	8	8	8		40			235				94 -	5 50	6 30	1 80		30			80 10
7	MILDRED EVE	0	M	8	8	8	8	8		40			230				92 -	5 38	7 60	2 70		30			76 02
8	RON FLORES	1	S	×	×	×	×	×																	
9	FELIPE ARIAS	4	M	12	12	12	12	12		40	20		4 -				280 -	16 38	32 80	10 10		30			220 42
10	JULIA DELFINO	0	M	×	×	×	×	×																	
11	DEIDRI SCHOELLIG	2	S	8	9½	8	9½	5½		40	½		225				91 68	5 36	5 90	1 60		30			78 52
12	DORIS MEYER	5	M	8	8	8	8	8		40			250				100 -	5 85	—	80		30			93 05
13	KAREN ROXBURGH	1	S	×	×	×	×	×																	
14	LN NAYWENDOLOWSKI	2	M	8	8	8	8	8		40			220				88 -	5 15	2 10	1 60		30			78 85
15	DEBORAH HARKAVY	1	S																						
16	JULIA CERRITOS	1	M	8	8	8	8	8		40			250				100 -	5 85	6 80	2 60		30			84 45
17	MADELINE MAENZA	2	M	8	8	8	8	8		40			210				84 -	4 91	1 40	1 90		30			75 49
18	JOSIE MALIAGHATI	2	M																						
19	BETTY BEHNKE	2	M																						
20	ELIDE GASPERI	0	M																						
21	AMADELIA ORTIZ	0	M														1903 74	111 34	146 -	50 90		3 90			1591 80
22	JOHN KAUFMAN	1	S														X								
23	HERMINE VAMPATELLA	0	M																						
24																									
25																									
26																									
27																									
28																									
29																									
30																									
31																									

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PAYROLL WEEK ENDING 8/2 19 75

	NAME OF EMPLOYEE			M	T	W	Th	F	S	TOTAL REGULAR TIME	TOTAL OVERTIME	NO. OF UNITS	RATE AMOUNT	RATE PER	REGULAR WAGES	OVERTIME WAGES
1	RICHARD KILZ	4	M	12	12	12	12	12		40	20		6 -			
2	LAWRENCE HARKAVY	1	S	weekly												
3	ANA NEMEC	1	S	6	6	8	6	6		32			2 60			
4	JOSEPHINE O'CONNELL	5	M	8	9½	8	8	4		40	5½		2 55			
5	PHILIP KILZ	2	M	6	9	9	8	8		40			5 50			
6	CARMELA CACOPERDO	2	S	8	8	8	8	8		40						
7	ILDRED EVE	0	M	x	x	x	x	x								
8	RON FLORES	1	S	~~12~~	~~12~~	~~12~~	~~12~~	~~8~~	~~4~~	~~40~~	~~20~~		~~4 -~~			
9	FELIPE ARIAS	4	M	↓	↓	↓	↓	↓	↓	↓	↓		↓			
10	JULIA DELFINO	0	M	x	x	x	x	x	x							
11	DEIDRI SCHOELLIG	2	S	8	x	9½	8	9½	6	40	1		2 25			
12	DORIS MEYER	5	M	8	8	8	8	6¾		38¾			2 50			
13	KAREN ROXBURGH	1	S	x	x	x	x	x								
14	IN NAY WENDOLOWSKI	2	M	8	8	8	x	8		32			2 20			
15	DEBKAH HARKAVY	1	S													
16	JULIA CERRITOS	1	M	8	8	8	8	8	8	40	8		2 50			
17	MADELINE MAENZA	2	M	8	8	8	8	8		40			2 20			
18	JOSIE MALTAGHATI	2	M													
19	BETTY BEHNKE	2	M													
20	ELIDE GASPERI	0	M													
21	ANADELLA ORTIZ	0	M													
22	JOHN KAUFFMAN	1	S													
23	HERMINE VAMPATELLA	0	M													
24																
25																
26																
27																
28																
29																
30																
31																

	TOTAL WAGES	FED O.A.T.	FED. WITH. TAX	STATE WITH. TAX	CITY WITH. TAX	S.D.I. TAX		TOTAL DEDUCTIONS	NET AMOUNT PAYABLE
1	420 -	24 57	44 80	13 30		30			337 03
2	120 -	7 -	7 90	3 50		30			101 30
3	83 20	4 87	7 -	1 80		30			69 23
4	123 04	7 20	-	1 40		30			114 14
5	220 -	12 87	20 20	6 90		30			179 73
6	94 -	5 50	6 30	1 80		30			80 10
7									
8									
9	280 -	16 38	32 80	10 10		30			220 42
10									
11	93 38	5 46	6 30	1 70		30			79 62
12	96 88	5 67	-	70		30			90 21
13									
14	70 40	4 11	1 80	1 20		30			62 99
15									
16	130 -	7 61	12 60	4 -		30			105 49
17	88 -	5 15	1 70	1 60		30			79 25
18									
19									
20									
21	1818 90	106 39	141 40	48 -		3 60			1519 51
22	X								
23									
24									
25									
26									
27									
28									
29									
30									
31									

[illegible] 170

PAYROLL WEEK ENDING → 8/9 19 75

	NAME OF EMPLOYEE			M	T	W	T	F	S	TOTAL REGULAR TIME	TOTAL OVER-TIME	NO. OF UNITS	RATE AMOUNT	PER	REGULAR WAGES	OVERTIME WAGES	TOTAL WAGES	FED. O.A.T.	FED. WITH. TAX	STATE WITH. TAX	CITY WITH. TAX	[illegible]	TOTAL DEDUCTIONS	NET AMOUNT PAYABLE
1	RICHARD KILZ	4	M	12	12	12	12	12	6	40	26		6-				474.–	27 72	54 10	16 10		30		375 78
2	LAURENCE HARKAVY	1	S	Weekly													120 –	7.–	7 90	3 50		30		101 30
3	ANA NEMEC	1	S	x	6	8	6	8	4	32			275				88 –	5 15	7 80	2 10		30		72 65
4	JOSEPHINE O'CONNELL	5	M	8	9	8	8	8	6	40	7		270				136 35	7 98	2 90	2.–		.30		123 17
5	PHILIP KILZ	2	M	8	8	8	8	8		40			550				220 –	12 87	20 20	6 90		30		179 73
6	CARMELA CACOPERDO	2	S	8	8	8	8	8	6	40	6		235				115 15	6 74	11 –	[illegible]		30		94 41
7	MILDRED EVE	0	M	x	x	x	x	x	x															
8	RON FLORES	1	S	x	x	x	x	x	x															
9	FELIPE ARIAS	4	M	12	12	12	12	12	6	40	26		4-				316.–	18 49	37 90	12 50		.30		246 81
10	JULIA DELFINO	0	M	x	x	x	x	x	x															
11	DEIDRI SCHOELLIG	2	S	8	8	9	8	8	5½	40	6½		225				111 94	6 55	10.–	2 50		.30		92 59
12	DORIS MEYER	5	M	x	x	x	x	x																
13	KAREN ROXBURGH	1	S	x	x	x	x	x																
14	IN MAY WENDOLOWSKI	2	M	x	x	x	x	x																
15	DEBORAH HARKAVY	1	S																					
16	JULIA CERRITOS	1	M	8	8	8	5½	8	8	40	5½		265				127 87	7 48	11 60	3 50		.30		104 69
17	MADELINE MAENZA	2	M	8	8	8	8	8					270				88 –	5 15	1 70	1 60		.30		79 25
18	JOSIE MALTAGHATI	2	M	x	x	4	4	4		12			250				30 –	1 76	–	—		15		28 09
19	BETTY BAEHNKE	2	M																					
20	ELIDE GASPERI	0	M																					
21	ANADELLA ORTIZ	0	M																					
22	JOHN KAUFFMAN	1	S																					
23	HERMINE VAMPATELLA	0	M																					
24																								
25																								
26																	1807 31	106 59	165 10	53 70		3.15		1498 [illegible]
27																								
28																								
29																								
30																								
31																								

[illegible] NO. [illegible]

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PAYROLL WEEK ENDING 8/16 1975

	NAME OF EMPLOYEE			M	T	W	Th	F	S	TOTAL REGULAR TIME	TOTAL OVERTIME	NO. OF UNITS	RATE AMOUNT	RATE PER	REGULAR WAGES	OVERTIME WAGES		TOTAL WAGES	FED. O.A.T.	FED. WITH. TAX	STATE WITH. TAX	CITY WITH. TAX	SICK. DISB. TAX	Bl X	TOTAL DEDUCTIONS	NET AMOUNT PAYABLE
1	RICHARD KILZ	4	M	12	12	12	12	12	6	40	26		6 -				1	474 -	27 72	54 10	16 10		30	51 06		324 72
2	LAURENCE HARKAVY	1	S		Weekly												2	120 -	7 -	7 90	3 50		30	[illegible]		101 30
3	ANA NEMEC	1	S	6	6	6	8	8	4	38			2 75				3	104 50	6 11	10 90	2 60		30			84 59
4	JOSEPHINE O'CONNELL	5	M	8	8	8	8	8	4	40	4		2 70				4	124 20	7 27	40	1 40		30			114 83
5	PHILIP KILZ	2	M	8	8	8	8	8		40							5	220 -	12 87	22 00	6 90		30	51 06		126 67
6	CARMELA CACOPERDO	2	S	8	8	8	8	8	6	40	6		2 35				6	115 15	6 74	11 -	2 70		30			94 41
	MILDRED EVE	0	M	8	8	8	8	8		40			2 30				7	92 -	5 38	7 60	2 70		30			76 02
	RON FLORES	1	S	X	X	X	X	X	X								8									
9	FELIPE ARIAS	4	M	12	12	12	12	12	6	40	26		4 -				9	316 -	18 49	37 90	12 50		30			246 81
10	JULIA DELFINO	0	M	X	X	X	X	X	X								10									
11	DEIDRI SCHOELLIG	2	S	9½	8	X	9½	9½	6	40	2½		2 25				11	98 44	5 76	7 30	2 -		30			83 08
12	DORIS MEYER	5	M	X	X	X	X	X	X								12									
13	KAREN ROXBURGH	1	S	X	X	X	X	X	X								13									
14	IN NAY WENDOLOWSKI	2	M	X	X	X	X	X	X								14									
15	DEBRA "A" HARKAVY	1	S														15									
16	JULIA CERRITOS	1	M	8	8	8	8	8	8	40	8		2 65				16	137 80	8 06	12[illegible]	4 30		30			111 54
17	MADELINE MAENZA	2	M	8	8	8	8	8		40			2 20				17	88 -	5 15	1 70	1 60		30			79 25
18	JANE MALTAGHATI	2	M	4	4	4	4	4		16			2 50				18	50 -	2 93	-	40		25			46 42
	BETTY BEHNKE	2	M	8	8	8	8	8		40			2 10				19	84 -	4 91	1 40	1 40		30			75 99
20	ELIDE GASPERI	0	M														20									
21	ARADELIA ORTIZ	0	M														21									
22	JOHN KAUFFMAN	1	S														22									
23	HERMINE VAMPATELLA	0	M														23									
24																	24									
25																	25									
26																	26	2024 09	118 39	174 -	58 10		3 85	102 12		1567 63
27																	27									
28																	28	X								
29																	29									
30																	30									
31																	31									

[illegible] OCT 30 [illegible] 10:53

[illegible] RED

PAYROLL WEEK ENDING → 8/23 19 75

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			DAYS AND HOURS									RATE					EMPLOYEE DEDUCTIONS						
	NAME OF EMPLOYEE			M	T	W	Th	F	S	TOTAL REGULAR TIME	TOTAL OVERTIME	NO. OF UNITS	AMOUNT	PER	REGULAR WAGES	OVERTIME WAGES	TOTAL WAGES	FED. O.A.T.	FED. WITH. TAX	STATE WITH. TAX	CITY WITH. TAX	[illegible]	TOTAL DEDUCTIONS	NET AMOUNT PAYABLE
1	RICHARD RILZ	4	M	13½	12	12	12	12	6	40	27½		6-				487 50	28 51	59 10	20 10		30		378 79
2	LAURENCE HARKAVY	1	S		Weekly												120 -	7 -	7 90	3 50		30		101 30
3	ANA NEMEC	1	S	6	6	6	8	7½	4	37½			275				103 12	6 03	10 90	2 60		30		83 29
4	JOSEPHINE O'CONNELL	5	M	8	8	6½	8	8	4	40	2½		270				118 12	6 91	-	1 -		30		109 91
5	PHILIP RILZ	2	M	8	8	8	8	8		40			5 50				220 -	12 87	20 20	6 90		30		179 73
6	CARMELA CACOPERDO	2	S	8	4	8	8	8	4	40			235				94 -	5 49	6 74	1 80		30		79 67
7	MILDRED EVE	0	M	8	8	8	8	8		40			230				92 -	5 38	7 60	2 70		30		76 02
8	RON FLORES	1	S	x	x	x	x	x	x															
9	FELIPE ARIAS	4	M	12	11	12	12	12	6	40	25		4-				310 -	18 13	37 90	12 50		30		241 17
10	JULIA DELFINO	0	M	x	x	x	x	x	x															
11	DEIDRI SCHOELLIG	2	S	8	8	9½	9½	8	4	40	7		235				113 62	6 64	10 -	2 50		30		94 18
12	DORIS MEYER	5	M	x	x	x	x	x	x															
13	KAREN ROXBURGH	1	S	x	x	x	x	x	x															
14	IN MAY WENDOLOWSKI	2	M	x	x	x	x	x	x															
15	DEBORAH HARKAVY	1	S																					
16	JULIA CERRITOS	1	M	8	8	8	8	7½	8	46	7½		265				135 80	7 94	12 60	4 30		30		110 66
17	MADELINE MAENZA	2	M	8	8	8	8	x		32			270				83 60	4 89	1 -	1 40		30		76 21
18	JOSIE MALTAGHATI	2	M	4	4	4	4	4		20			250				50 -	2 93	-	40		25		46 42
19	BETTY BEHNKE	2	M	8	8	8	8	8		40			210				84 -	4 91	1 40	1 40		30		75 99
20	ELIDE GASPERI	0	M	8	8	8	8	8		40			225				90 -	5 26	7 30	2 70		30		74 44
21	ARACELIA ORTIZ	0	M																					
22	JOHN KAUFMAN	1	S																					
23	HERMINE VAMPATELLA	0	M																					
24																								
25																								
26																	2101 76	120 59	183 34	63 80		4.15		1727.88
27																								
28																	X							
29																								
30																								
31																								

MUTUAL NO. 2040

173

PAYROLL WEEK ENDING 8/30 19 75

	NAME OF EMPLOYEE			M	T	W	Th	F	S	TOTAL REGULAR TIME	TOTAL OVERTIME	NO. OF UNITS	RATE AMOUNT	PER	REGULAR WAGES	OVERTIME WAGES	TOTAL WAGES	FED. O.A.T.	FED. WITH. TAX	STATE WITH. TAX	CITY WITH. TAX	SICK DIS. TAX	TOTAL DEDUCTIONS	NET AMOUNT PAYABLE
1	RICHARD KILZ	4	M	12	12	12	12	12	6	40	26		6 -				474 -	27 72	54 10	16 10		30		375 78
2	LAURENCE HARKAVY	1	S	Weekly													120 -	7 -	7 90	3 50		30		101 30
3	ANA NEMEC	1	S	6	6	8	8	6		34			2 75				93 50	5 46	9 -	2 20		30		76 54
4	JOSEPHINE O'CONNELL	5	M	6½	8	4	8	8	4	38½			2 70				103 85	6 08	-	80		30		96 77
5	PHILIP KILZ	2	M	8	8	8	8	x		32			5 50				176 -	10 29	17 10	4 40		30		143 91
6	CARMELA CACOPERDO	2	S	8	8	8	8	8	4	40	4		2 35				108 10	6 32	9 -	2 30		30		90 18
7	MILDRED EVE	0	M	8	6½	8	8	8		38½			2 30				88 55	5 18	7 -	2 60		30		73 47
8	RON FLORES	1	S	x	x	x	x	x	x															
9	FELIPE ARIAS	4	M	12	12	12	12	12	6	40	26		4 -				316 -	18 49	37 90	12 50		30		246 81
10	JULIA DELFINO	0	M	x	x	x	x	x																
11	DEIDRI SCHOELLIG	2	S	8	8	8	8	8		40			2 25				90 -	5 26	5 90	1 60		30		76 94
12	DORIS MEYER	5	M	x	x	x	x	x	x															
13	KAREN ROXBURGH	1	S	x	x	x	x	x	x															
14	IN NAY WENDOLOWSKI	2	M	x	x	x	x	x	x															
15	DEAKNAH HARKAVY	1	S																					
16	JULIA CERRITOS	1	M	8	8	8	8	8	8	40	8		2 65				137 80	8 06	13 60	4 30		30		111 54
17	MADELINE MAENZA	2	M	8	8	8	8	8		40			2 70				88 -	5 15	1 70	1 60		30		79 25
18	JOSIE MALTAGHATI	2	M	4	4	4	4	4		20			2 50				50 -	2 93	--	40		25		46 42
19	BETTY BAEHNKE	2	M	8	8	8	8	8	3½	40	3½		2 10				95 02	5 55	3 10	1 80		30		84 27
20	ELIDE GASPERI	0	M	8	8	8	8	8	4	40	4		2 25				103 50	6 05	9 40	3 10		30		84 65
21	AMADELIA ORTIZ	0	M	8	8	8	8	8	4	40	4		2 10				96 60	5 65	8 30	2 90		30		79 45
22	JOHN KAUFFMAN	1	S	x	x	5½	5½	5½	8	24½			3 25				79 62	4 65	6 30	1 70		30		66 67
23	HERMINE VAMPATELLA	0	M																					
24																								
25																								
26																	2220 64	129 84	190 30	61 84		4 75		1833 95
27																	k							
28																								
29																								
30																								
31																								

MILTORE [illegible] 33-39

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PAYROLL WEEK ENDING → 9/16 19 75

	NAME OF EMPLOYEE			M	T	Wth	F	S	TOTAL REGULAR TIME	TOTAL OVERTIME	NO. OF UNITS	RATE AMOUNT	PER	REGULAR WAGES	OVERTIME WAGES
1	RICHARD KILZ	4	M	H8	12	12	12	12	40	16		6-			
2	LAURENCE HARKAVY	1	S	weekly											
3	ANA NEMEC	1	S	H6	6	8	8	6	34			275			
4	JOSEPHINE O'CONNELL	5	M	H8	8	8	8	8	40			270		+ Vac pay $108	
5	PHILIP KILZ	2	M	~~H8~~	~~8~~	~~8~~	~~8~~	~~8~~	~~[illegible]~~						
6	CARMELA CACOPERDO	2	S	H8	8	8	8	8	40			235			
	MILDRED EVE	0	M	H8	8	8	8	8	40			230			
8	RON FLORES	1	S	X	X	X	X	X							
9	FELIPE ARIAS	4	M	H8	12	12	12	12	40	16		4-			
10	JULIA DELFINO	0	M	X	X	X	X	X							
11	DEIDRI SCHOELLIG	2	S	X	8	8	6½	8	30½			225			
12	DORIS MEYER	5	M	X	X	X	X	X							
13	KAREN ROXBURGH	1	S	X	X	X	X	X							
14	IN NAY WENDOLOWSKI	2	M	X	X	X	X	X							
15	DEBORAH HARKAVY	1	S												
16	JULIA CERRITOS	1	M	X	8	8	8	8	32			265			
17	MADELINE MAENZA	2	M	X	6	X	X	8	14			220			
18	JASIE MALTAGHATI	2	M	H4	4	4	4	4	20			250			
	BETTY BEHNKE	2	M	X	8	8	8	8	32			210			
20	ELIDE GASPERI	0	M	X	8	8	8	8	32			225			
21	ARADELIA ORTIZ	0	M	X	8	8	8	8	32			210			
22	JOHN KAUFFMAN	1	S	X	11½	12½	12	9¼	40	5¼		325			
23	HERMINE VAMPATELLA	0	M												
24															
25															
26															
27															
28															
29															
30															
31															

	TOTAL WAGES	EMPLOYEE DEDUCTIONS FED. O.A.T.	FED. WITH. TAX	STATE WITH. TAX	CITY WITH. TAX	SICK DIS. TAX		TOTAL DEDUCTIONS	NET AMOUNT PAYABLE
1	384 -	22 46	47 30	16 10		30		—	297 84
2	200 -	11 70	30 [illegible]	7 10		30		—	148 90
3	93 58	5 46	9 -	2 20		30			76 54
4	216 -	12 64	-	1 80		60			200 76
5	-								
6	94 -	5 49	6 74	1 80		30			79 67
7	92 -	5 38	7 60	2 70		30			76 02
8									
9	256 -	14 98	27 70	8 10		30			204 92
10									
11	68 63	4 01	2 40	90		30			61 02
12									
13									
14									
15									
16	84 80	4 96	3 80	1 90		30			73 84
17	30 80	1 80	—	—		15			28 85
18	50 -	2 93	—	40		25			46 42
19	67 20	3 93	—	90		30			62 07
20	72 -	4 21	3 90	1 90		30			61 69
21	67 20	3 93	3 20	1 70		30			58 07
22	169 82	9 93	24 50	5 60		30			129 49
23									
24									
25									
26	1945 95	113 81	168 14	53 10		4 60			1606 30
27									
28	✓								
29									
30									
31									

MUTUAL NO. SS-50

PAYROLL WEEK ENDING → 9/13 1975

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	NAME OF EMPLOYEE				DAYS AND HOURS M	T	N	Th	F	S		TOTAL REGULAR TIME	TOTAL OVERTIME	NO. OF UNITS	RATE AMOUNT	PER	REGULAR WAGES	OVERTIME WAGES		TOTAL WAGES	FED. O.A.T.	FED. WITH. TAX	STATE WITH. TAX	CITY WITH. TAX	SICK. DISB. TAX		TOTAL DEDUCTIONS	NET AMOUNT PAYABLE
1	RICHARD KILZ	4	M		12	12	12	12	12	5		40	25		6-	+Vac	$240		1	705 -	4125	10260	3560		60			52495
2	LAWRENCE HARKAVY	1	S		weekly														2	200 -	1170	3290	710		30			14890
3	ANA NEMEC	1	S		8	8	8	8	8			40			275	+Vac	110		3	220 -	1287	2580	6 -		60			17473
4	JOSEPHINE O'CONNELL	5	M		8	8	x	x	4			20			220				4	54 -	316	-	-		27			5057
5	PHILIP KILZ	2	M		x	x	x	x	x										5									
6	CARMELA CACOPERDO	2	S		8	8	8	7¼	8	8		40	7¼		235	+Vac	$94		6	21444	1254	1860	470		60			178 -
	MILDRED EVE	0	M		8	8	8	8	7½			39½			230	½ wk Vac	$46		7	13685	801	730	370		60			11724
8	RON FLORES	1	S		x	x	x	x	x										8									
9	FELIPE ARIAS	4	M		12	12	12	12	12	6		40	26		4-				9	316 -	1849	3790	1250		30			24681
10	JULIA DELFINO	0	M		x	x	x	x	x										10									
11	DEIDRI SCHOELLIG	2	S		8	6	8	8	8			38			225				11	8550	5 -	140	140		30			7740
12	DORIS MEYER	5	M		x	x	x	x	x										12									
13	KAREN ROXBURGH	1	S		x	x	x	x	x										13									
14	IN NAY WENDOLOWSKI	2	M		x	x	x	x	x										14									
15	DEBRAH HARKAVY	1	S																15									
16	JULIA CERRITOS	1	M		8	8	8	8	8	8		40	8		265				16	13780	806	1360	430		30			11154
17	MADELINE MAENZA	2	M		8	8	8	8	8			40			220				17	88 -	515	170	160		30			7925
18	JOSIE MALTAGHATI	2	M		4	4	4	4	4			20			250				18	50 -	293	-	40		25			4642
	BETTY BAEHNKE	2	M		8	8	8	x	x			24			210				19	5040	295	-	40		25			4680
20	ELIDE GASPERI	0	M		8	8	8	8	8	4		40	4		225				20	10350	605	940	310		30			8465
21	AMADELIA ORTIZ	0	M		8	8	8	8	8			40			210				21	84 -	491	630	240		30			7009
22	JOHN KAUFMAN	1	S		12	12	12	12	12	8¼		40	28¼		325				22	26894	1573	4660	1160		30			19471
23	HERMINE VAMPATELLA	0	M																23									
24																			24									
25																			25									
26																			26	271443	15880	30320	9410		557			215206
27																			27									
28																			28	D								
29																			29									
30																			30									
31																			31									

[illegible] NO. SS-50

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PAYROLL WEEK ENDING → 4/20 1975

	NAME OF EMPLOYEE				DAYS AND HOURS							TOTAL REGULAR TIME	TOTAL OVERTIME	NO. OF UNITS	RATE		REGULAR WAGES	OVERTIME WAGES	TOTAL WAGES	EMPLOYEE DEDUCTIONS						TOTAL DEDUCTIONS	NET AMOUNT PAYABLE
					M	T	W	Th	F	S					AMOUNT	PER				FED. O.A.T.	FED. WITH. TAX	STATE WITH. TAX	CITY WITH. TAX	SICK DISAB. TAX	BC		
1	RICHARD KILZ	4	M		x	12	12	12	12	6		40	14		6-				366 00	21 41	36 20	11 70		30	51 06	120 67	245 33
2	LAURENCE HARKAVY	1	S		weekly														200 00	11 70	32 00	7 10		30	[illegible]	51 10	148 90
3	ANA NEMEC	1	S		x	8	8	8	8			32			275				88 00	5 15	8 20	2 10		30		15 75	72 25
4	JOSEPHINE O'CONNELL	5	M		x	x	8	8	8	5		29			270				78 30	4 58	—	—		30		4 88	73 42
5	PHILIP KILZ	2	M		x Cacoperdo x					x								Cacoperdo	89 30	5 22	5 60	1 60		30		12 72	76 58
6	CARMELA CACOPERDO	2	S		x	8	8	8	8	6		38			235												
7	MILDRED EVE	0	M		x	8	8	8	8			32			230				73 60	4 31	4 20	1 90		30		10 71	62 89
8	RON FLORES	1	S		x	x	x	x	x	x																	
9	FELIPE ARIAS	4	M		x	12	12	12	12	6		40	14		425				259 25	15 17	27 70	8 10		30		51 27	207 98
10	JULIA DELFINO	0	M		x	x	x	x	x	x																	
11	DEIDRI SCHOELLIG	2	S		x	8	8	x	x			16			225				36 00	2 11	—	—		18		2 29	33 71
12	DORIS MEYER	5	M		x	x	x	x	x																		
13	KAREN ROXBURGH	1	S		x	x	x	x	x																		
14	IN NAY WENDOLOWSKI	2	M		x	x	x	x	x																		
15	DEBRA AN HARKAVY	1	S																								
16	JULIA CERRITOS	1	M		x	8	8	x	8	8		32			265				84 80	4 96	3 80	1 90		30		10 96	73 84
17	MADELINE MAENZA	2	M		x	8	8	8	8			32			220				70 40	4 12	—	1 00		30		5 42	64 98
18	JOSIE MALTAGHATI	2	M		x	4	4	4	4			16			250				40 00	2 34	—	20		20		2 74	37 26
19	BETTY BEHNKE	2	M		x	8	8	8	8			32			210				67 20	3 93	—	90		30		5 13	62 07
20	ELIDE GASPERI	0	M		x	8	8	8	8			32			240				76 80	4 49	4 90	2 10		30		11 79	65 01
21	AMADELIA ORTIZ	0	M		x	8	8	8	8	4		36			220				79 20	4 63	5 30	2 20		30		13 43	66 77
22	JOHN KAUFFMAN	1	S		x	12	12	12	12	9½		40	17½		350				231 88	13 56	34 80	9 60		30		63 26	168 62
23	HERMINE VAMPATELLA	0	M																								
24																											
25																											
26																			1840 73	107 68	167 70	50 10		11 78	51 06	381 12	1459 61
27																											
28																											
29																											
30																											
31																											

MUTUAL NO. 55-[illegible]

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PAYROLL WEEK ENDING → [redacted] 9/27 19 75

	NAME OF EMPLOYEE			M	T	W	T	F	S	TOTAL REGULAR TIME	TOTAL OVERTIME	NO. OF UNITS	RATE AMOUNT	RATE PER	REGULAR WAGES	OVERTIME WAGES	TOTAL WAGES	FED. O.A.T.	FED. WITH. TAX	STATE WITH. TAX	CITY WITH. TAX	SICK. DISB. TAX		TOTAL DEDUCTIONS	NET AMOUNT PAYABLE
1	Richard Kilz	4	M	12	12	12	12	12	6	40	26		6 -		396 00	78 00	474 00	27 73	54 10	16 10	30		✓	98 23	375 77
2	LAURENCE HARKAVY	1	S														200 00	11 70	32 00	7 10	30		✓	51 10	148 90
3	ANA NEMEC	1	S	8	8	8	8	8		40			275		110 00		110 00	6 44	11 90	3 00	30		✓	21 64	88 36
4	JOSEPHINE O'CONNELL	5	M	8	8	8	8	7¼	6	40	5¼		270		122 85	7 43	130 28	7 62	2 10	1 80	30		✓	11 82	118 46
5	PHILIP KILZ	2	M																						
6	CARMELA CACOPERDO	2	S	8	8	8	8	8	6	40	6		235		108 10	7 05	115 15	6 74	11 00	2 70	30		✓	20 74	94 41
	MILDRED EVE	0	M	8	8	8	8	8		40			230		92 00		92 00	5 38	7 60	2 70	30		✓	15 98	76 02
8	RON FLORES	1	S																						
9	FELIPE ARIAS	4	M	12	7	12	12	12	6	40	21		425		259 25	44 63	303 88	17 78	36 20	11 70	30		✓	65 98	237 90
10	JULIO DELFINO	0	M																						
11	DEIDRI SCHOELLIG	2	S	x	x	x	8	8	4	20			225		45 00		45 00	2 63	—	90	25		✓	3 78	41 22
12	DORIS MEYER	5	M																						
13	KAREN ROXBURGH	1	S																						
14	IN MAY WENDOLOWSKI	2	M																						
15	DEBRAH HARKAVY	1	S																						
16	JULIA CERRITOS	1	M	8	8	8	8	8	4	40	4		265		116 60	5 30	121 90	7 13	10 60	3 50	30		✓	21 53	100 37
17	MADELINE MAENZA	2	M	8	8	8	8	8		40			220		88 00		88 00	5 15	1 70	1 60	30		✓	8 75	79 25
18	JOSIE MALTAGHATI	2	M	4	4	4	4	4		20			250		50 00		50 00	2 93	—	40	25		✓	3 58	46 42
	BETTY BEHNKE	2	M	8	x	x	8	8		24			210		50 40		50 40	2 95	—	40	25		✓	3 60	46 80
20	ELIDE GASPERI	0	M	8	8	8	8	8	6	40	6		240		110 40	7 20	117 60	6 88	17 40	3 90	30		✓	23 48	94 12
21	ARADELIA ORTIZ	0	M	4	7.45	7.45	7.30	8		35			220		77 00		77 00	4 50	4 90	2 10	30		✓	11 80	65 20
22	JOHN KAUFMAN	1	S	12	12	12	12	12	9¾	40	29¾		350		243 25	51 63	294 88	17 25	54 50	14 00	30		✓	86 05	208 83
23	HERMINE VAMPATELLA	0	M																						
24																									
25																									
26																	2270 09	132 81	289 00	71 90	4 35			448 06	1822 03
27																									
28																									
29																									
30																									
31																									

[illegible] NO. SS-30

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PAYROLL WEEK ENDING → 10/4/75 19 75

No.	NAME OF EMPLOYEE			M	T	W	Th	F	S	TOTAL REGULAR TIME	TOTAL OVERTIME	NO. OF UNITS	RATE AMOUNT	RATE PER	REGULAR WAGES	OVERTIME WAGES	TOTAL WAGES	FED. O.A.T.	FED. WITH. TAX	STATE WITH. TAX		SICK [illegible] TAX			TOTAL DEDUCTIONS	NET AMOUNT PAYABLE
1	Richard Kilz	4	M	12	12	12	12	12	6	66	13		6 -		356 -	78 -	474 -	27 73	54 10	16 10	30			✓	98 23	375 77
2	LAURENCE HARKAVY	1	S	weekly											200 -		200 -	11 70	32 00	7 10	30			✓	51 10	148 90
3	ANA NEMEC	1	S	8	8	6	8	8	4	42	1		2 75		115 50	2 75	118 25	6 92	13 90	3 30	30			✓	24 42	93 83
4	JOSEPHINE O'CONNELL	5	M	8	8	8	9½	9½	6	49	4½		2 70		132 30	12 15	144 45	8 45	3 80	2 20	30			✓	14 75	129 70
5	PHILIP KILZ	2	M	x	x	x	x	x	x																	
6	CARMELA CACOPERDO	2	S	8	8	8	9½	9½	6	49	4½		2 35		115 15	10 58	125 73	7 36	13 00	3 10	30			✓	23 76	101 97
	ILDRED EVE	0	M	8	8	8	8	8		40			2 30		92 00		92 00	5 38	7 60	2 70	30			✓	15 98	76 02
8	RON FLORES	1	S	x	x	x	x	x	x																	
9	FELIPE ARIAS	4	M	x	12	12	12	12	6	54	7		4 25		229 50	29 75	259 25	15 17	27 70	8 10	30			✓	51 27	207 98
10	JULIA DELFINO	0	M	x	x	x	x	x	x																	
11	DEIDRI SCHOELLIG	2	S	8	8	8	9¼	8	4	45¼	2¾		2 25		102 38	6 19	108 57	6 35	9 00	2 30	30			✓	17 95	90 62
12	DORIS MEYER	5	M	x	x	x	x	x	x																	
13	KAREN ROXBURGH	1	S	x	x	x	x	x	x																	
14	IN NAY WENDOLOWSKI	2	M	x	x	x	x	x	x																	
15	DEBORAH HARKAVY	1	S	8	8	8	8	7½	x	39½			2 65		104 68		104 68	6 12	6 80	2 60	30			✓	15 82	88 86
16	JULIA CERRITOS	1	M	x	x	8	8	8	x	24			2 20		52 80		52 80	3 09	—	40	26			✓	3 75	49 05
17	MADELINE MAENZA	2	M	4	4	4	4	4	x	20			2 50		50 00		50 00	2 93	—	40	25			✓	3 58	46 42
18	JOSIE MALTAGLIATI	2	M	8	8	8	8	8	x	40			2 10		84 00		84 00	4 91	1 40	1 40	30			✓	8 01	75 99
	BETTY BAEHNKE	2	M	8	8	8	8	8	5	45	2½		2 40		108 00	6 00	114 00	6 67	11 40	3 60	30			✓	21 97	92 03
20	ELIDE GASPERI	0	M	8	8	8	8	x	x	32			2 20		70 40		70 40	4 12	3 90	1 80	30			✓	10 12	60 28
21	AMADELIA ORTIZ	0	M	8	12	12	12	7¼	x	51¼	5¾		3 50		180 25	20 13	200 38	11 72	31 40	7 70	30			✓	51 12	149 26
22	JOHN KAUFMAN	1	S	x	x	x	x	8	x	8			2 10		16 80		16 80	95	—	—	10			✓	1 05	15 75
23	HERMINE VAMPATELLA	0	M																							
24																										
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179

29CA 4058/4571

GC-29A. Rec'd

10/14/75 DD

NEWSDAY, TUESDAY, JUNE 10, 1975

BEST COPY AVAILABLE

Rare opportunity for mature self-starter to enter the field of home furnishings. Must enjoy public contact [illegible] office sales. Returning or married [illegible] Fee Pay. 293-7950 Career Place [illegible] Agency, 625 Route 110, Melville

GAL GUY Friday Farmingdale [illegible] skills. Qualify for this interesting position. Start to $175. Fee negotiable. Dale Robin, 694-7750, Alpha Agency, 401 Rte. 110, Melville

G. FRI F/PD $175

Excellent at figures, very diversified.
KNOX & KNOX AGCY
82 No. Broadway Hicksville [illegible]

GAL/MAN FRIDAY $135
Moderate Steno, Heavy Typing. Work for 7 Men. CALL PECCO 278 Hicksville Rd., Massapequa [illegible]

GAS ATTENDANT full time [illegible] [illegible] STATION RONKONKOMA [illegible]

GAS STATION ATTENDANT EXPERIENCED PART TIME EVENINGS & WEEKENDS 785-[illegible]

GAS Station Attendant-assistant Manager, mature experienced. Apply in person. JACK SHELL, 5th Avenue, Brentwood

GAS STATION MAN/WOMAN
Female/Male. Island sales person for major Shell station in Nassau County. Salary plus commission. Call A. Pucci 538-0977

GENERAL MAINTENANCE AND CLEAN-UP, STEADY, GARDEN APARTMENT COMPLEX. CALL (516) 234-2995

GRILL COOK EXPERIENCED TANGLEWOOD INN NESCONSET HIGHWAY, LAKE GROVE 588-8483

GRILL-HELP-EXPERIENCED
THE ISLAND GRILL DINER
475-7110

GRILL WORKER EXPERIENCED ONLY IN DINERS. 698-4274. CORAM AREA

GUARD PART TIME
OVER 21. Nassau Suffolk Area.
CALL 423-7730

GUARDS a nightly Hemp. $155
FOREMAN small mech shop $[illegible]
ABC Agcy 200 Pettit Bellmore 785-3244

GUARDS. Armed/unarmed. Suffolk County. Car and home phone needed. Full part time. 666-2510

GUARDS Trainee. Shop burglar alarm central station. Day and night shifts. Benefits. Steady. 489-0500

HAIRCUTTER
SHOP ON L.I. NEEDS TOP CUTTER! CALL (212) 347-9713

HAIRCUTTER: BUSY SHOP GOOD PAY & COMM. ROSLYN AREA. MA 7-9775

HAIRCUTTER, Hairdresser Experienced. Full time. Salary plus commission. Takeover following. Rockville Centre Area. 536-6744, Evenings 536-0272.

HAIRCUTTERS EXPERIENCED. GREAT SALARY. UNI-SEX. HUNTINGTON AREA. 421-1906

HAIRCUTTERS PART/FULL TIME. EXPERIENCED. STONY BROOK. 751-1122.

HAIRCUTTERS—EXPERIENCED.
ZAP HAIRCUTTERS.
922-4799

HAIRDRESSER: Experienced, take over following. Merrick area. Great opportunity. Call 379-5948

HAIRDRESSER Experienced, with or without following. Busy Wantagh Shop. SU 5-9513 after 6 PM 587-3142

HAIRDRESSER Experienced only. Take over large following. No nights. Top pay. Interviews, Port Washington. 767-1169

HAIRDRESSER Experienced, following only, bonus, part/full time, friendly atmosphere, Jericho Plainview/Hicksville. 931-9572.

HAIRDRESSER FULL TIME, 9-5:30. BUSY SHOP GREEN ACRES, VALLEY STREAM. 516 LO 1-7995

HAIRDRESSER GOOD BEGINNER, SOME EXPERIENCE. 931-5570 AFTER 4 PM 433-8239 WILLISTON PARK

HAIRDRESSER & Shampoo Manicurist, part time, excellent shop, good hours. Main Street, Stony Brook. 751-0230

HAIRDRESSER Wanted. Good seller. Experienced. Franklin Square. 775-9315, 354-4495

HAIRDRESSER WITH following. GEMINI 5, East Meadow & Merrick Area. 483-5997 work, 868-4825 Home.

HAIRDRESSER top stylists, full or part time. North Woodmere. (516) 791-9102, (516) 791-7880.

★

HAIRDRESSER Experienced. Take over following. Garden City Park area. Call 742-5404.

HAIRDRESSER/MANAGER: Successful beauty salon Huntington area seeking working manager to take over full charge management position. Must be self-starter. Excellent pay plan and fringe benefits. Call 324-5404.

HAIRDRESSERS, Haircutters, Colorists with following. Huntington area. Main St. Opening new shop. AR 1-[illegible] eves.

HAIRSTYLIST elegant Townhouse salon. Dynamic hairstylist with following, top [illegible] right person. ED 3-[illegible]

HAIRSTYLIST, one manicurist, experienced, weekends only. Wantagh, no nights. 735-7799 days, 221-1271, eve.

★

HAIRSTYLIST & HAIRCUTTER EXPERIENCED. GOOD PAY. GOOD HOURS. 587-6623 587-9317.

HAIRSTYLIST—UNISEX. MUST [illegible] [illegible] PROPOSITION [illegible]

HARDWARE CLERK 5 days. Good [illegible] experience preferred. [illegible] Hardware, Hicksville, 9 AM-6 [illegible]

HARDWARE CLERK EXPERIENCED ONLY. SALARY OPEN. [illegible] WASHINGTON [illegible]

HOME IMPROVEMENTS SUBS
Carpenters, masons, electricians, [illegible] & ceramic [illegible]. Must be [illegible]

HOUSEKEEPERS
[illegible] NO FEE
[illegible]

I WANT SOMEONE who [illegible] [illegible] [illegible] week, and [illegible] his own Appliance business. Can [illegible] [illegible]

INSPECTOR

[illegible] [illegible] ground. Call Mr. Lebon.
921-5154

[illegible]

[illegible] Career Placement Agency, 220 Fulton Ave., Hempstead

INSURANCE Underwriters [illegible]

UNIT LEADER

Small Mid Town Insurance Company seeks bright experienced individual to assume responsibility for premium billing and collections. Ability to deal with public a must.
Mrs. Beckian (212) 581-1300, ext. 61

INSURANCE—Queens Broker-Agent needs knowledgeable all lines underwriter. Heavy commercial. (212) 961-2250

JEWELRY SALES EXPERIENCED FULL TIME. ROOSEVELT FIELD. CALL 747-7990

KEY PUNCH OPERS

2-3 years experience on 5496 or 9610. Small active department in well established and growing Long Island company located in the Huntington area. Comprehensive salary & benefits package.
CALL MR. GOLD
(516) 328-1991; EXT 20

KEYPUNCH $154 fee paid. Excellent benefits. Evenings. Press Agency, 176 Newbridge Rd., Hicksville 931-4625

KEYPUNCH Operator, at least 2 years experience in Alpha Numerics Punching. Bellmore, N.Y. 781-1132.

KEYPUNCH Operator, to $125. 12 Noon-8 PM Shift Local. Score Agency, 350 Motor Pky., Hauppauge. 231-7930

KEYPUNCH OPERATOR: Part time temporary, key to tape machines, $4.30 per hour, on call for second shift, approximately 5 PM-1 AM, mid Island location. Call Thursday 10 AM-4 PM. (516) 489-2020 Ext. 456 Mr. Oriner.

KEYPUNCH OPERATOR must be experienced. Knowledge of IBM 129, 029. Excellent salary. Many benefits. Apply 1990 JERICHO Tpke., New Hyde Park, N.Y.

KEYPUNCH OPERATORS: 2 years experience. Night shift 4:30-12:30. Huntington area. 427-4400

KEYPUNCH Operators (12) Experienced, 6 PM-midnight. Amityville. Monday to Friday. 029, 059. Call 598-0509

KEYPUNCH Univac, for temporary July assignment. 6 mos. experience OK.
PATTI GIRL TEMPS
98 N. Bway, Hicksville 938-6750

★

KEYPUNCH OPERATORS, IBM 129. Experience necessary. Positions Available. 9 AM-5 PM & 6 PM-midnight. 694-0060. Mall Associates, 1 Huntington Quadrangle, Huntington Station

KNITTERS. Experienced on single and double knit machines. Steady work, overtime, must speak and understand English. 242-1551

KNITTERS-FLAT MACHINES
PRESSERS, STEAMERS
Oakdale Vicinity 567-0689

LABORATORY TECHNICIANS

Part Time positions. Sat. & Sun. Midnight to 8 AM. General laboratory duties. Minimum 2 years hospital experience required.
JT MATHER MEMORIAL HOSPITAL
N. Cntry Rd., Pt. Jeff., N.Y.
(516) 437-1220 Ext. 326
An Equal Opportunity Employer

★

LABORERS: Experienced cement finishers & brick layers. Please call after 7:30 PM. 269-5955

LANDSCAPE. Construction, experienced only. Must drive truck & tractor. Lawn maintenance, experienced only. 561-3187

Lawn Mower Mechanic, full time, potential manager, must have other shop experience. WE 1-6100

LEGAL SECRETARY for Levittown. Single practitioner. General experience required. Mature, dependable. Full day or 6 hours. Salary open. Call 663-9722 to arrange interview.

LEGAL Secretary Mineola, permanent, 3 days per week. Must have experience. Real Estate and general practice. 741-1220.

LEGAL SECRETARY—Huntington. General Practice. Exper. essential. All phases of law. Full time. 421-9051.

LIFEGUARD—Summer resort ranch. W.S.I. required. Call (914) 679-9351.

MACHINE SHOP

DEBURRERS

Require individuals experienced in precision internal deburring of high quality machine parts. Good starting salary, company paid benefits, profit sharing.
CALL MR. BRADY
(516) 333-2640
An Equal Opportunity Employer M/F

MACHINE ELECT. EQUIP REPAIR, BELLEROSE

Must have experience in electrical equipment repair such as vacuum cleaners, floor polishing machines, electric motors. Fully equipped workshop. 5 day week, Monday to Friday.

Good pay + company paid Blue Cross and Major Medical.

APPLY 9 AM TO 5:30 PM
249-12 JERICHO TPKE.
BELLEROSE ROOM 111

MACHINIST

GRADE B
Experienced, lathe and miller. Steady employment, excellent company benefits. Company will be relocating to [illegible]

[illegible]
[illegible] CORPORATION
[illegible]
120 [illegible] Blvd., Farmingdale, NY
An Equal Opportunity Employer

MACHINISTS [illegible] 5 more days. Farmingdale [illegible]

MACHINISTS

FIRST & SECOND CLASS
[illegible]
[illegible] machine
[illegible]
[illegible] INSTRUMENT CORP
[illegible]

MACHINISTS

Non-defense manufacturing company has permanent opening first shift to work in [illegible] and Equipment Repair Department. Must have [illegible] and fixture building experience. Excellent starting salary, progressive increases, steady. Overtime.
CALL PERSONNEL [illegible]
SLETER ELECTRIC
45 Sea Cliff Ave. [illegible] Glen Cove
An Equal Opportunity Employer

MACHINISTS 1st class. Lathe, job shop experience, aircraft parts. $5.00 hourly, overtime, benefits. 586-1857

MAINTENANCE [illegible] medical office [illegible] New Hyde Park. Familiar [illegible] minor repairs. Oil burner and air-conditioning operation. Salary plus company benefits. Mr. Cooper [illegible] (516) PL 6-4307

MAINTENANCE HANDY PERSON

General all around individual experienced in some Carpentry, Electrical, Plumbing etc. Full time 40 hour week. Job for right person.

APPLY 9 AM TO 5:30 PM
249-12 JERICHO TPKE
BELLEROSE ROOM 111

MAINTENANCE SUPERVISOR

Permanent position with Long Island Division of major Supermarket Chain. Heavy experience in Heating, Ventilation, Airconditioning & Refrigeration required.

Apply in person to our Personnel Director Monday thru Wednesday 9-12 noon, or call for convenient appointment:

Food Fair Stores Inc.
69-01 JERICHO TPKE.
[illegible]

212-895-9240
516-364-2222

An Equal Opportunity Employer M/F

MANAGEMENT DEVELOPMENT PROGRAM STARTING IN SALES. BASE & COMMISSION. MAJOR FINANCIAL CORPORATION. 293-3613.

MANAGEMENT TRAINEE PROGRAM. Financial planning. Salary to $1,500 month if qualified. College grad or substantial business experience. Mr. Edwards. 997-8200.

MANAGEMENT Trainee our client is looking for the sharp and aggressive person to learn his field. Light airline sales experience $10K. Call Rochelle 466-0415. Alpha Agency, 43 Middle Neck Rd., Great Neck.

MANAGEMENT Trainees—to join staff of this national fast food chain. Train in all phases of supervision, personnel, inventory control, cost records, etc. Start $11,000+ Steve Foster, 694-7760. Alpha Agency, 401 Rte. 110, Melville.

★

MANAGEMENT TRAINEE
TIRED OF RUSH HOURS?
TIRED OF COMMUTING?
Career opportunity, major financial organization $345 per week if qualified. Call Pat, June 9-10-11-12 at 421-3600; 3603.

★

MANAGEMENT TRAINEES
SUFFOLK COUNTY RESIDENTS. ARE YOU TIRED OF COMMUTING? OR ARE YOU AT A DEAD-END IN YOUR PRESENT CAREER? ONE OF THE LARGEST FINANCIAL INSTITUIONS IN THE COUNTRY ARE LOOKING FOR A FEW GOOD PEOPLE WHO ARE INTERESTED IN SALES, MANAGEMENT TRAINEE POSITIONS & PUBLIC RELATIONS TYPE OF WORK. IMMEDIATE OPENINGS ARE AVAILABLE. STARTING COMPENSATION AMOUNTS TO $300 PER WEEK FOR QUALIFIED APPLICANTS.
CALL BOB 581-9833
Also accepting Saturday & Sunday
An Equal Opportunity Employer

★

MANAGER MAITRE'D experienced catering and restaurant. Full time. Continental cuisine. 543-7323, ext. 2

MANAGERS and Assistant Managers for retail paint, floor covering, wall covering, decorating center. Must have high volume discount experience. Excellent opportunity for advancement. Box No. 5051, Newsday, Garden City, L.I.

MANAGERS: Produce & Deli. Also experienced produce & deli clerks. 423-3905; LY 3-5019.

MANAGERS/Restaurants. To $20K. Major chain of quality restaurants seeks 3+ yrs. experience. Call Vicki, 724-4090 Alpha Agency 277 E. Main St. Smithtown.

MANAGER SUPPLY DEPT.

Distributor based in Bellerose seeks individual experienced in Warehouse & Supply operations. Must have kept records, routed deliveries & supervise people.

Good salary & Company paid Blue Cross & Major medical.

APPLY 9 AM TO 6 PM
249-12 JERICHO TPKE.
BELLEROSE ROOM 111, MR. MEL
437-2110

MANICURIST. Expanding shop. Must have experience in artificial nail [illegible]

MARKER BAGGER: DRIVE IN CLEANER. STEADY. GOOD PAY. [illegible]

MARKETING Person [illegible] industrial [illegible] contact with [illegible] Cyncoma, [illegible] N.Y. [illegible]

MECHANIC Trailer [illegible] Good pay, [illegible]

MECHANIC [illegible] Good pay. Benefits. Call 212 [illegible]

MECHANIC, WASHING MACHINES AND DRYERS [illegible]

MECHANICAL Drafting [illegible] Development Corp. 7 [illegible] Plainview [illegible]

MECHANICAL ENGINEERS AND DESIGNERS [illegible] experience in design of [illegible] electro-mechanical systems. [illegible]

MECHANICALLY inclined [illegible] shipping/receiving. Lynbrook 599-6818.

★

MECHANIC To supervise bus company. Port Jefferson area. Must have a minimum of three years experience with GMC diesels. Only top person looking for a permanent position need apply. [illegible]

FULL TIME & PART TIME

The Toro Company seeks experienced small engine mechanics for its factory service center at East Farmingdale. Good salary and working condition[illegible]
293-6777

MECHANIC

TOP JOB

DIESEL MECHANIC
BUS EXPERIENCE
With full knowledge of Air-Conditioning, at Least 3 Years experience. Only Top Man Need Apply. Excellent Pay, Holidays, Benefits & Vacation.
234-0400

MEDICAL Biller, full time/part time, experienced all insurance forms. [illegible]

MEDICAL CRISIS

Meet your emergency needs with qualified home care personnel under nursing supervision. Call Anytime for immediate service at reasonable rates.
OLSTEN HEALTH CARE
(516) 489-7900 (212) [illegible]

MEDICAL SECRETARY: Experienced, desired. Suffolk. Full time. Resume to Box No. 5064, Newsday, Garden City, L.I.

MEDICAL SECYS $180- 5 DAYS
3rd party billing, type & steno.
877-0555 Allen-Brown Agy Sunri Plz V[illegible]

MEN WOMEN STUDENTS
Take sales orders for household products company. Can earn $4 to $6 per hour commission. Full time or part time. Call weekdays, Fuller Brush (516) 420-1120.

MEN/WOMEN/TEMPORARY SUMMER JOBS/NO FEE. TEMPO has good paying daily jobs for stock, driving, warehouse etc. No experience necessary. Report ready to work 6:30 AM-3 PM. TEMPO in E. MEADOW/1905 Hempstead Tpke. (Chase Manhattan Bank Bldg., opp. Park); in HEMPSTEAD/111 No. Franklin; in FLUSHING/40-22 Main St.; in HUNTINGTON STATION/315 Route 110 (opp Korvettes); in SMITH HAVEN MALL.

★

METHODS ENGINEER ELECTRICAL

Must be thoroughly familiar with "government/military type" wiring lists, DCN's, ECO's, and able to write operations sheets from engineering drawings. Resumes will be reviewed prior to appointment. Include salary requirements. Submit to Mr. Dom Gambino, U.S. Dynamics Corp. 425 Bayview Ave., Amityville N.Y. 11701.

MILLWORK LUMBER HANDLER, WORK SHIPPING DEPARTMENT. EXPERIENCED. CHAUFFEURS LICENSE. 623-0224

MODELS for advertising campaign; TV/Magazine. Attractive, fashionable. Glowing complexion. Males, 829-5275, 735-6644

MULTILITH OPERATOR FOR COLOR OFFSET. ONE MAN DEPARTMENT. STEADY. BENEFITS. 516-997-7200

NURSE, CHILDREN'S SLEEPAWAY CAMP 9 WEEK SEASON. RN OR LPN 829-8651.

NURSE. For Day Camp, LPN or RN. June 30-August 22, Monday-Friday, MA 3-6550

NURSE Pediatric Office. Monday, Tuesday, Friday Afternoon. All Thursday, Saturday variable injections 423-0325.

NURSE RN. 5 days, 8 week Summer Program, Huntington Area. Call 692-6221 till 5 PM.

NURSE, RN Geriatric supervisor, 3 to 11. Excellent position. Benefits. Experienced. Call Little Flower Nursing Home. 581-6400.

NURSE RN OR LPN FOR DAY CAMP IN EXCHANGE FOR TUITION. SU 1-3950.

NURSE RN SUPERVISORS

All shifts. Must be qualified with experience in teaching, Rehabilitation, leadership, and management. Our modern, progressive, skilled nursing and health related facility demonstrates the finest in Nursing Care, with routine team conferences and rehabilitative therapys. Call 473-7500 for appt.

NURSES AIDES HOME HEALTH AIDES
SLEEP-IN's LPN's RN's
No fee ever! Good pay. Hours to suit. Sleep in or out. Full/part time.
HOME HEALTH AIDES
Nassau/Suffolk 538-1400
Queens/NYC (212) 895-5640

NURSES AIDES HEALTH AIDES
SLEEPSINS HOMEMAKERS
WORK IN SUFFOLK
NO FEE TOP PAY
Interviewing in Melville, Rt 110
OLSTEN HEALTH CARE 420-1500

NURSES AIDES H.H. AIDES
all areas-f/t or p/t. no fee ever
MRS. PLANK 222-1107
NASSAU SUFFOLK HOME CARE

NURSES AIDES
we have immediate positions. Full time part time. sleep-in. Good salary. Call now.
STAFF BUILDERS
Newbridge Rd., at RR Hicksville 5-7121

NURSES' [illegible] BABY NURSES
SUFFOLK COUNTY
NURSES AIDES [illegible]
SLEEP IN'S HOMEMAKERS
HOME HELP AIDES
[illegible]

NURSES LPN'S
ALL SHIFTS TOP PAY NO FEE
ALLEN AIDES AGCY [illegible]

NURSES RN'S LPN'S
[illegible] [illegible] All shifts available. Call for confidential interview 422-4466

TOP JOBS
NURSES—RN'S & LPN'S
STUDENT & BABY NURSES
Nurses Aides, Home Health Aides
Companions, Homemakers
Immediate Opening in Nassau &
Suffolk Counties
TOP PAY! Hours to suit
Nassau, Miss White 433-1105
Suffolk, Miss Rogers 724-4300

OFFSET COMBINATION CAMERA & Stripper. Quality, flat color work. Only experienced apply. 822-4740

OFFICE CLERK Mature, some exper[illegible]

GAL/GUY FRIDAY $180

INTERIOR DECORATOR

[illegible] mature self-starter [illegible] of home furnishings. Must enjoy public contact. Good office skills. [illegible] Call [illegible] 261-7250 Career Placement Agency 425 Rte 110, Melville

[illegible] Alpha Agency, [illegible] Melville

G. FRI F/PD $175

[illegible] very diversified [illegible] AGCY [illegible] 681-9410

[illegible] FRIDAY $135 [illegible] Typing Work [illegible] Hicksville

GAS STATION [illegible] Full time 7 AM-3 [illegible] STATION RONKONKOMA

GAS STATION ATTENDANT EXPERIENCED. PART TIME EVENINGS & WEEKENDS. 795-9577

Gas Station Attendant-assistant Manager. Mature experienced. Apply in person. JACK SHELL, 5th Avenue, Brentwood

GAS STATION
HANDY MAN

[illegible] sales person for [illegible] in Nassau County. Salary plus commission. Call A. Pucci

GENERAL MAINTENANCE AND [illegible] STEADY GARDEN APARTMENT COMPLEX. CALL [illegible]

GRILL COOK EXPERIENCED TANGLEWOOD INN, NESCONSET [illegible] LAKE GROVE 588-8483

GRILL HELP-EXPERIENCED THE ISLAND GRILL DINER 475-7110

GRILL WORKER EXPERIENCED [illegible] DINERS 698-6374 CORAM AREA

GUARD PART TIME OVER 21 Nassau Suffolk Area. CALL 473-1720

GUARDS [illegible] $150
FOREMAN small mach shop $9000
ABC Agy 750 Portl. Belmor 795-3244

GUARDS, Armed unarmed. Suffolk County. Car and home phone needed. Full part time. 588-3410

GUARDS Trainee. Shoe burglar alarm central station. Day and night shifts. Benefits. Steady. 427-0500

HAIRCUTTER [illegible] TOP CUTTER! CALL (212) 347-4715

HAIRCUTTER BUSY SHOP. GOOD PAY & COMM. ROSLYN AREA. [illegible]

HAIRCUTTER Hairdresser Experienced. Full time salary plus commission. [illegible] Rockville Centre Area. 536-8766. Evenings

HAIRCUTTERS EXPERIENCED [illegible] UNISEX. HUNTINGTON AREA. 427-1906

HAIRCUTTERS PART FULL TIME. EXPERIENCED STONY BROOK. [illegible]

HAIRCUTTERS-EXPERIENCED. ZAP HAIRCUTTERS. [illegible]

HAIRDRESSER Experienced, take [illegible] area. [illegible] 273-5838

HAIRDRESSER Experienced, with or [illegible] Wantagh [illegible] PM 587-2142

HAIRDRESSER Experienced only [illegible] Port Washington

HAIRDRESSER Experienced following [illegible] Melville. 631-9572

[illegible] VALLEY [illegible]

[illegible] BEGINNER [illegible] WILLISTON

[illegible] Manicurist [illegible] shop. Good [illegible] Brook, 751-[illegible]

[illegible] Good seller [illegible] Franklin Square. 775-[illegible]

HAIRDRESSER WITH following, [illegible] Meadow & Merrick [illegible] 546-6825 Home.

HAIRDRESSER top stylists, full or [illegible] Sycamore. (516) [illegible]

★

HAIRDRESSER Experienced. Take [illegible] Garden City Park

HAIRDRESSER MANAGER. Successful [illegible] Huntington [illegible] benefits. Call [illegible]

HAIRDRESSERS Haircutters, Colorists [illegible] Huntington area. [illegible]

[illegible] Townhouse [illegible] hairstylist with following [illegible] right person. ED 3-[illegible]

[illegible] manicurist, experienced [illegible] Wantagh [illegible] 221-1271, eve.

★

[illegible] HAIRCUTTER [illegible] GOOD [illegible]

[illegible] UNISEX. MUST [illegible]

[illegible]

[illegible] business. [illegible] Insurance [illegible]

[illegible] Hicks 775-1100 [illegible]

[illegible] Placement Agency, 320 [illegible] Hempstead

★

INSURANCE

UNIT LEADER

Small and Town Insurance Company seeks bright experienced individual to assume responsibility for premium billing and collections. Ability to deal with public a must. [illegible] (212) 581-1200, ext. 61

INSURANCE—Queens Broker-Agent needs knowledgeable all lines underwriter. Heavy commercial. (212) 961-2230

JEWELRY SALES EXPERIENCED FULL TIME. ROOSEVELT FIELD. CALL 741-7970

KEY PUNCH OPERS

2-3 years experience on 029 or 129. Small active department in well established and growing Long Island company located in the Hauppauge Quad. Comprehensive salary & benefits package.
CALL MR. GOLD
(516) 328-1991 EXT 20

KEYPUNCH $134 fee paid. Excellent benefits. Evenings. Prost Agency, 146 Newbridge Rd., Hicksville 931-4633

KEYPUNCH Operator, at least 2 years experience in Alpha Numerics. Purching, Belmore, N.Y. 781-1133.

KEYPUNCH Operator, to $175. 12 Noon-8 PM Shift. Local Sabre Agency 312 Motor Pky., Hauppauge. 231-7900

KEYPUNCH OPERATOR: Part time temporary, key to tape machines. $4.50 per hour, on call for second shift, approximately 5 PM-9 PM. Mid Island location. Call Thursday 10 AM-4 PM. (516) 449-7070 Ext. 636 Mr. Ort-ner

KEYPUNCH OPERATOR-Must be experienced. Knowledge of IBM 219, 29. Excellent salary. Many benefits. Apply 1790 JERICHO Tpke. New Hyde Park, N.Y.

KEYPUNCH OPERATORS: 2 years experience. Night shift 4:30-12:30. Huntington area. 427-9400.

KEYPUNCH Operators (12) Experienced, 4 PM-midnight. Amityville. Monday to Friday. 429,259. Call 598-0509

KEYPUNCH Univac, for temporary July assignment. 6 mos. experience OK.
PATTI GIRL TEMPS
90 N. Bway, Hicksville 935-6750

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KEYPUNCH OPERATORS, IBM 129. Experience necessary. Positions available, 9 AM-5 PM & 4 PM-midnight. 694-3060. Mall Associates, 1 Huntington Quadrangle, Huntington Station

KNITTERS. Experienced on single and double knit machines. Steady work, overtime, must speak and understand English. 261-1551.

KNITTERS-FLAT MACHINES
PRESSERS STEAMERS
Oakdale vicinity 567-0689

LABORATORY TECHNICIANS

Part Time positions, Sat. & Sun. Midnight to 8 AM. General laboratory duties. Minimum 2 years hospital experience required.
ST. MATHER MEMORIAL HOSPITAL
N. Cntry Rd., Pt. Jeff., N.Y.
(516) 437-1320 Ext. 336
An Equal Opportunity Employer

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LABORERS: Experienced cement finishers & brick layers. Please call after 7:30 PM. 261-7935.

LANDSCAPE Construction, experienced only. Must drive truck & tractor. Lawn maintenance, experienced only. 864-0187

Lawn Mower Mechanic, full time, potential manager, must have other shop experience. WE 1-6100

LEGAL SECRETARY for Levittown. Single practitioner. General experience required. Mature, dependable. Full day or 6 hours. Salary open. Call 665-0722 to arrange interview.

LEGAL Secretary Mineola, permanent. 3 days per week. Must have experience. Real Estate and general practice. 741-1220.

LEGAL SECRETARY—Huntington. General Practice. Exper. essential. All phases of law. Full time. 421-9051.

LIFEGUARD—Summer resort ranch. W.S.I. required. Call (914) 679-9351.

MACHINE SHOP

DEBURRERS

Require individuals experienced in precision internal deburring of high quality machine parts. Good starting salary, company paid benefits, profit sharing.
CALL MR. BRADY
(516) 333-2640
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MACHINE ELECT. EQUIP REPAIR, BELLEROSE

Must have experience in electrical equipment repair such as vacuum cleaners, floor polishing machines, electric motors. Fully equipped workshop. 5 day week, Monday to Friday.

Good pay + company paid Blue Cross and Major Medical.

APPLY 9 AM TO 5:30 PM
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BELLEROSE, ROOM 111

MACHINIST

GRADE B
Experienced: Lathe and miller. Steady employment, excellent company benefits. Company will be relocating to [illegible]
[illegible]
ENVIROTECH CORPORATION
[illegible]
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MACHINISTS. Part time days, experienced [illegible]

[illegible]

FIRST & SECOND CLASS
[illegible] machine [illegible]

MACHINISTS

[illegible] manufacturing company has permanent opening first shift to work in Maintenance and Equipment Repair Department. Must have machine shop building experience. Excellent starting salary, progressive increases. Steady. Overtime.
CALL PERSONNEL 471-7900
[illegible]

MACHINIST 1st class lathe, small modern air-conditioned shop, top pay, all benefits, overtime. 567-5484.

MACHINISTS 1st Class Lathe, Job shop experience, aircraft parts. 50 to 58 hours, overtime, benefits. 694-1857

MAINTENANCE [illegible] for medical office [illegible] Hyde Park. Familiar [illegible] repairs. Oil burner and air conditioning operation. Salary [illegible] Mr. Coopersmith (516) HI 4-4302

MAINTENANCE HANDY PERSON

General all around individual experienced in some Carpentry, Electrical, Plumbing etc. Full time 40 hour week job, for right person.

APPLY 9 AM TO 5:30 PM
249-12 JERICHO TPKE
BELLEROSE ROOM 111

MAINTENANCE SUPERVISOR

Permanent position with Long Island Division of major supermarket chain. Heavy experience in Heating, Ventilation, Airconditioning & Refrigeration required.

Apply in person to our Personnel Director Monday thru Wednesday 9-12 noon, or call for convenient appointment.

Food Fair Stores Inc.
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SYOSSET

212 895-9240
516 364-2222

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MANAGEMENT DEVELOPMENT PROGRAM STARTING IN SALES. BASE & COMMISSION. MAJOR FINANCIAL CORPORATION 273-2813.

MANAGEMENT TRAINEE PROGRAM. Financial planning. Salary to $1,500 month if qualified. College grad or substantial business experience. Mr. Edwards 997-8200.

MANAGEMENT Trainee our client is looking for the sharp and aggressive person to learn his field. Light airline sales experience $10K. Call Rochelle 466-0415. Alpha Agency, 45 Middle Neck Rd., Great Neck.

MANAGEMENT Trainees—to join staff of this national fast food chain. Train in all phases of supervision, personnel, inventory control, cost records, etc. Start $9,000+ Steve Foster, 694-7760. Alpha Agency, 481 Rte. 110, Melville.

★

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TIRED OF RUSH HOURS?
TIRED OF COMMUTING?
Career opportunity, major financial organization $[illegible] per week if qualified. Call Pat, June [illegible] 10-11-12 at 421-3600, 3608

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SUFFOLK COUNTY RESIDENTS, ARE YOU TIRED OF COMMUTING? OR ARE YOU AT A DEAD-END IN YOUR PRESENT CAREER? ONE OF THE LARGEST FINANCIAL INSTITUTIONS IN THE COUNTRY ARE LOOKING FOR A FEW GOOD PEOPLE WHO ARE INTERESTED IN SALES, MANAGEMENT TRAINEE POSITIONS & PUBLIC RELATIONS TYPE OF WORK. IMMEDIATE OPENINGS ARE AVAILABLE. STARTING COMPENSATION AMOUNTS TO $300 PER WEEK FOR QUALIFIED APPLICANTS.
CALL BOB 581-9860
Also accepted Saturday & Sunday
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MANAGERS: Restaurants. To $20K. Major chain of quality restaurants seeks 3+ yrs experience. Call Vicki, 724-6000 Alpha Agency 777 E. Main St. Smithtown

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Distributor based in Bellerose seeks individual experienced in Warehouse & Supply operations. Must maintain records, routed deliveries & supervise people.

Good salary & Company paid Blue Cross & Major medical.

APPLY 9 AM TO 6 PM
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BELLEROSE ROOM 111, MR. MEL
437-2110

MANICURIST: Expanding shop. Must have experience in artificial nail work. 567-9131, 567-9172

MARKER BAGGER. DRIVE-IN CLEANER. STEADY, GOOD PAY. [illegible]

MARKETING Person [illegible] by mail [illegible] St. James, N.Y. [illegible]

MECHANIC Trailer only. [illegible] Good pay, benefits. Call 212-721-1412

MECHANIC Trailer only. Must have [illegible] Good [illegible] 212-721-1412

MECHANIC [illegible] MACHINES AND [illegible] EXPERIENCED ONLY (516) [illegible]

MECHANICAL Drafting 2 years experience [illegible]

MECHANICAL ENGINEER AND DESIGN DRAFTSMAN [illegible] experience in design of [illegible] mechanical systems. Call 516 [illegible] Ext. 31

MECHANICALLY inclined. Machine maintenance, bandsaw and grinding preferred. Will train, work on own. Handle shipping/receiving. Lynbrook 599-6616

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MECHANIC To supervise bus company Port Jefferson area. Must have mechanic [illegible]

MECHANICS-LAWN MOWERS FULL TIME PART TIME

The Toro Co. [illegible] seeks experienced small engine mechanics for its factory service center in East Farmingdale. Good salary and working conditions. 293-0777

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With full Knowledge of Air-Conditioning, at Least 3 Years experience. Only Top Man Need Apply. Excellent Pay, Holidays, Sick, & Vacations. [illegible]

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Meet your emergency needs with qualified home care personnel under nurse's supervision. Call Anytime for immediate service at reasonable rates.
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MEDICAL SECYS $180+ 5 DAYS
3rd party billing, type & steno
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Take sales orders for household products company. Can earn $4 to $6 per hour commission. Full time or part time. Car necessary. 9 a.m. on, (516) 420-1130.

MEN WOMEN/TEMPORARY SUMMER JOBS/NO FEE. TEMPO has good paying daily jobs for stock, driving, warehouse etc. No experience necessary. Report ready to work 6:30 AM-5 PM. TEMPO in E. MEADOW/1900 Hempstead Tpke. (Chase Manhattan Bank Bldg., opp. Parks); in HEMPSTEAD/111 No. Franklin; in FLUSHING/40-22 Main St.; in HUNTINGTON STATION/315 Route 110; (opp Korvettes); in SMITH HAVEN MALL.

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METHODS ENGINEER ELECTRICAL

Must be thoroughly familiar with "government/military type" wiring lists, DCN's ECO's, and able to write operations sheets from engineering drawings. Resumes will be reviewed prior to appointment. Include salary requirements. Submit to Mr. Dom Gambona, U.S. Dynamics Corp. 425 Bayview Ave., Amityville N.Y. 11701

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NURSE Pediatric Office. Monday, Tuesday, Friday Afternoon. All Thursday, Saturday variable injections 423-0325

NURSE RN 5 days, 8 week Summer Program, Huntington Area. Call 697-6221 till 5 PM.

NURSE, R.N. Geriatric supervisor, 3 to 11. Excellent position. Benefits. Experienced. Call Little Flower Nursing Home, 581-6400.

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NO FEE TOP PAY
Interviewing in Melville, Rt 110
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All areas-f/t or p/t, no fee ever
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SUFFOLK COUNTY
NURSES AIDES RN'S-LPN'S
SLEEP IN'S HOMEMAKERS
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NURSES LPN'S
ALL SHIFTS TOP PAY NO FEE
ALLEN AIDES AGCY 8[illegible]-[illegible]

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Long and short term assignments waiting, all shifts available. Call for confidential interview. 822-[illegible]

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OPERATORS [illegible] ON SLACKS UNION SHOP, SECTION WORK
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PANTOGRAPH—Operator—Fully qualified to take charge of small engraving plant. Excellent opportunity with company-paid benefits. An Equal Opportunity Employer. Call (516) 935-0590

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PART TIME DELI CLERK, BAY SHORE AREA
CALL 665-9679

PART TIME Experienced Spray Painter, Textured paint. 4:30 PM-8 PM.
ATOMIC DEV. 432-8095

PART TIME Glamorous Career as Fashion Coordinator. High commission. Free wardrobe when qualified. Car. Phone essential. 265-8018, 623-2552.

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PART TIME TELLERS $2.50 per hour
FRANKLIN PLACEMENT AGENCY
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PART TIME

AUTOMOTIVE MECHANIC

Maximum 29 hours per week.
Nassau County School District
Box No 5071 Newsday, Garden City.

PART TIME AVAILABLE

Daily 9:30 AM-2 PM. Sun 3 AM-8 AM

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DELIVERY
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GOOD CAR. SECURITY REQUIRED
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2 week nights. Will train. Islip Town area. Office experience preferred. $2.50 hourly. Call 666-6015. NOON TO 6 PM only!

PART-TIME Secy. $2.75 an hour. Hasset Emp Agcy, 91 N. Franklin, Hempstead. 485-1070.

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Telephone our food service leads year round a.m. PM from Levittown office, $2.10 hour, commission, bonuses, company benefits.
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FOR TECHNICAL SERVICE COMPANY. EXPERIENCE NOT NECESSARY. WE WILL TRAIN AMBITIOUS, BRIGHT INDIVIDUAL IN THIS EXCITING FIELD. WE OFFER SALARY PLUS INCENTIVE. SEND RESUME TO BOX NO. 5048 NEWSDAY, GARDEN CITY, L.I.

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SUFFOLK COUNTY
Health care organization seeks mature responsible individual to coordinate our staff of nurses' aides with our cases. Experience in telephone use, accurate record keeping & interviewing helpful.
CALL MRS SCHWARTZ 724-5100

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[illegible] SCREEN MAKER EXPERIENCED PREFERRED
CALL DELTA [illegible]

PIZZA MAKER
[illegible] Sat. & Sun off
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PIZZA MAKER, EXP'D
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221-7071

PIZZA MAKER/COOK. Part time. Light experience okay, will train. Rockville Centre. 536-1474

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29CA 4058/4571

GC 29-B: Rec'd

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181

Senior Tool and Instrument Maker

If you have at least 7 years' machine shop experience, including prototype and extensive tool room work, you may be the one selected to fill this position.

We require a higher degree of technical ability, initiative, and ingenuity than any other factory job.

Good salary, plus excellent benefits package.

Interviews daily 8 to 11 AM. 1 to 3 PM. Please call or write:

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FULL PART TIME SUMMER
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(516) 248-1488
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We are currently seeking a Maintenance Mechanic with 3-5 years' experience on numerical control tape machines. Electrical background and experience is a decided plus.

Good starting salary, comprehensive benefits and advancement potential with a leader.

Apply in person or call

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Help Wanted 305

MECHANIC Trailer only. Must have [illegible] experience. Good pay, benefits. Call 212 [illegible]

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FULL TIME & PART TIME
The Toro Company seeks experienced small engine mechanics for [illegible] service [illegible] Good salary and working conditions. [illegible]

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[illegible] knowledge [illegible]

MED [illegible] part time [illegible] insurance forms [illegible]

MEDICAL CRISIS

[illegible]

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MEDICAL Executive Secretary. Top secretarial skills and organizational ability. For highly qualified individual. Previous experience in management preferred. Spanish speaking. Good salary. 221-1485

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MEDICAL SECYS [illegible] 3 DAYS [illegible] party billing [illegible] & steno [illegible]

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MESSENGER with [illegible] delivery. Good pay, mileage [illegible] allowance. Roosevelt Field area [illegible]

METHODS [illegible] ENGINEER ELECTRICAL

Must be thoroughly familiar with government, military [illegible] wiring lists, DCN's ECO's and [illegible] to write operations sheets from [illegible] engineering drawings. Resumes will be [illegible] reviewed prior to appointment. Include salary requirements. Submit to [illegible] Gambino, U.S. Dynamics C[illegible] 75 Bayview Ave., Amityville N[illegible]

MILLWORK LUM[illegible] HANDLER WORK SHIPPING [illegible] DEPARTMENT EXPERIENCED [illegible] CHAUFFEURS LICENSE. 427-[illegible]

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MOTEL Desk Clerk [illegible] weekends. Porter 3-4 Full Time. Apply [illegible] Host Way Motor Inn 8030 Jericho Tpke., Woodbury.

NURSE RN 5 days [illegible] week Summer Program. Hunt[illegible] Area. Call 697-6271 till 5 PM.

NURSE RN Sleep [illegible] away Summer Camp Retarded [illegible] N.Y. June 26-Aug. 28th. Room & Board. Good Experience. Call [illegible] (516) 731-3929

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All shifts. Must be qualified with experience in teaching, rehabilitation, leadership, and management. Our modern, progressive [illegible] nursing and health related facility demonstrates the finest in Nursing Care, with routine team conferences and rehabilitative therapy. Call [illegible] for appt.

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No fee ever! Good pay. Hours to suit. Sleep in or out. Full [illegible] time.

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WORK IN SUFFOLK
NO FEE TOP PAY
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OLSTEN HEALTH CA[illegible] 489-7500

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WE NEED YOUR SKILLS
We have a NEW program where you can earn higher pay. [illegible] must be certified and have a car. [illegible] jobs available NOW. For information CALL:

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CALL 9 AM-[illegible] PM
NASSAU 822-2990 QUEENS (212) 895-[illegible] SUFFOLK 822-[illegible]

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We have immediate positions. Sleep-in. Good salary. Call now.

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NURSES, RN'S [illegible] LPN'S
Full time charge n[illegible] [illegible] shift, nursing home. Must [illegible] experienced.
RN PART TIME [illegible]
CHARGE NURSE [illegible]
LPN FULL TIME [illegible] SHIFT
FOR HEALTH RELATED FACILITY.
EXPERIENCED [illegible] SALARY.
CALL [illegible]

NURSES [illegible] NURSES
SUFFOLK CO[illegible]
NURSES AIDES [illegible] LPN'S
SLEEP IN'S [illegible] MAKERS
HOME HELP [illegible]
724-[illegible]

NURSES LPN'S
ALL SHIFTS TOP [illegible] NO FEE
ALLEN AIDES AGCY [illegible]

OFFSET COMBINATION [illegible] CAMERA & stripper. Quality [illegible] work. Only experienced [illegible]

OFFSET PRESS [illegible] EXPERIENCE MINIMUM [illegible] YEARS [illegible]

OFFSET PRESSMAN [illegible] MINGDALE AR[illegible] SALARY OPEN STEADY [illegible]

OIL BURNER Dispatcher [illegible] [illegible] Knowledge [illegible] [illegible]

OIL BURNER Service [illegible] experienced [illegible]

OPERATORS [illegible]

[illegible] FACTORY [illegible] FREEPORT [illegible]

OPERATORS For [illegible]

OPERATORS MERROW SINGER FLOOR HELP, STEAMER OAKDALE 5[illegible]

OPERATORS [illegible]

PAINTER must be experienced. Must have car. After 7, 737-[illegible]

PAINTER Thoroughly experienced new and old work. $35 per day [illegible] after 6 PM. AN 1-30[illegible]

PAINTER EXPERIENCED ONLY [illegible] PER DAY [illegible] EVENINGS PO 6-8736

PART TIME (2) Receptionist/Medical Assistant. Apply between 9 AM-1 PM. 620 Belle Terre Road, Pt. Jefferson.

PART TIME Gal/Man Friday, typing, telephone, shorthand helpful. Bookkeeping knowledge. Salary open. [illegible]

PART TIME Glamorous Career as Fashion Coordinator. High commission. Free wardrobe when qualified. Car. Phone essential. [illegible]

PART TIME Have fun [illegible] sell beautiful ladies' sportswear. No investment. Commission [illegible]

PART TIME Presser, experienced dry piece work. Dix Hills, Long Island. 423-9110 724-3930

PART TIME Receptionist, good typist, steno, diversified, 5 days, 9-1. Plainview (516) 677-7150 Call 9 AM-4 PM.

PART TIME RECEPTIONIST/TYPIST $2.10 PER HOUR. CALL 691-0000

PART TIME Salesperson For small home improvement company. Commission 536-5059

PART TIME Supervise carriers in the Glen Cove, Syosset and East Norwich areas. Must have car, be available Friday afternoon and Saturday morning. 5 hours work. 582-3737

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PART TIME
AVAILABLE
Daily 9:30 AM-2 PM. Sun. 3 AM-8 AM

NEWSDAY
MOTOR ROUTE
DELIVERY
MELVILLE
AMITYVILLE AREAS
GOOD CAR, SECURITY REQUIRED

Marie Quinn 737-4477
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Mornings, afternoons, Evenings. Food service. Salary plus bonuses. Call Sherry Made between 2-5 PM and 6:30-8 PM FARMINGDALE AREA
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PART TIME
UP TO $3-$5 HOURLY
MATURE PEOPLE WITH GOOD SPEAKING VOICE

Easy telephone work for aggressive people who need extra money immediately. Work in a home service division located in Suffolk County. AM PM hours plus Saturday. Salary plus bonus. Mr. Howard. (516) 231-[illegible]

PERSONNEL HOME HEALTH AIDE TELEPHONE CO-ORDINATOR. KNOWLEDGE OF MEDICAL TERMS. MON THRU FRI, 5 PM-9 PM. 2 WEEK TRAINING PERIOD DURING THE DAY. RECCO HOME CARE SERVICES, 24 HICKSVILLE RD., MASSAPEQUA, 779-[illegible]

PERSONNEL RECRUITER

FOR TECHNICAL SERVICE COMPANY. EXPERIENCE NOT NECESSARY. WE WILL TRAIN AMBITIOUS, BRIGHT INDIVIDUAL IN THIS EXCITING FIELD. WE OFFER SALARY PLUS INCENTIVE. SEND RESUME TO BOX NO. 5066 NEWSDAY, GARDEN CITY, L.I.

PERSONNEL
SUFFOLK COUNTY
Health care organization seeks mature, responsible individual to coordinate our staff of nurses' aides with our cases. Experience in telephone use, accurate record keeping & interviewing helpful.
CALL MRS SCHWARTZ 724-5100

PHARMACEUTICAL MANUFACTURINGS—NEW VENTURE. Major A.S.E. company expanding its generic division. Needs manufacturing supervisory personnel [illegible] [illegible] [illegible] For personal interview call between 2:30 PM-5:30 PM 842-3759. Send resume to [illegible] Box No. 5767 Newsday, Garden [illegible]
Equal Opportunity Employer

PHARMACEUTICAL PRODUCTION MANAGER UNITED STATES, EXPERIENCE [illegible] CALL [illegible]

PHARMACIST licensed [illegible] Must be experienced [illegible]

[illegible] EXPERIENCED PREFERRED [illegible] CALL OSPA [illegible]

PHYSICAL THERAPIST
NEEDED FOR OUR EXPANDED E.C.F.
IN OUR INNOVATIVE P.T. DEPT.
CALL FOR APPT. 9 AM-1
LONG BEACH MEMORIAL HOSPITAL
432-3900 EXT. 278.

[illegible]

PLUMBER Jobbing/Alterations [illegible]

PLUMBERS JOBBING EXPERIENCED STEADY. BENEFITS VACATION. SALARY OPEN 483-[illegible]

PORTER EXPERIENCED GARDEN APTS. NORTH BABYLON. CALL 669-[illegible]

PORTERS FULL TIME DAYS, LYNBROOK AREA. 599-1145

PORTERS Nassau Suffolk $2.25-$3.50 [illegible] Commercial. Paid. Brown Agency. 1019 Rt. 110, Farmingdale. 694-4900

PORTER
SOME GARDENING EXPERIENCE
PO 7-2344

PRESSER EXPERIENCED, ROUGH [illegible]

PART TIME AFTERNOONS. OCEANSIDE [illegible]

PRESSER ROUGH [illegible] WORK SIX DAYS. CLARISSA CLEANERS, MINEOLA. 741-[illegible]

PRESSER, SPOTTER, SHIRT PRESSER
482-9905

PRESSERS EXPERIENCED SWEATERS, STEADY, OVERTIME, KNITS & TWEEDS. 586-[illegible]

PRESSMAN experienced Harris 2 color or 38 Harris 1 color [illegible] Nassau area. Box No. 5063, Newsday, Garden City, L.I.

PRINTING Part time or semi retired. Mobile vertical letter press person. Knowledge Linotype. Also Part Time Varitypist. Contact Mr. Wetzler, Artisan Printers & Stationers, 167 Mineola Blvd. Mineola 747-[illegible]

PRODUCTION
Advancement opportunity on various shifts in manufacturing firm. (212) [illegible] for details.

PROGRAMMER COBOL $17K RYAN ROGERS ASSOC. 25 So. Service Rd., Jericho 997-[illegible]

PROGRAMMER To $18,000. Minimum 4 years COBOL. Bal 370 DOS installation. Manufacturing environment, fee paid. Robert Half Agency, 420 Jericho Tpke., Jericho 822-[illegible]

PROGRAMMER FORTRAN, Novamini. Dynastic resis-aircraft. Challenging! Fee Paid. $25,300. Call Gerard. Sheling Agency, 142 Broadway, Hicksville 822-[illegible]

PROG/ANALYST F/PD TO $17K
Degree Cobol/DVS Business systems. 421-0130 NFI agcy. 950 Rte 110 Melv.

PUBLIC RELATIONS—All girls school, possible former model. Speaks well, excellent appearance. 473-0050

PURCHASING TO $10M
Buyer for packaging, graphics, and corrugated areas for busy purchasing department of large consumer goods manufacturer. Minimum 2½ years related experience. Maintaining specifications, processing purchase orders and visiting suppliers. Qualified candidates please submit resume in confidence including salary history to Box No. 5014 Newsday, Garden City, N.Y.
An Equal Opportunity Employer M/F

REAL ESTATE: 1 Good salesperson needed. Manager at potential. Draw if qualified. Fairmont 255-2700

REAL ESTATE CAREER WITH A MULTI MILLION + CO. Successfully established Smithtown office is interviewing applicants for sales position. Professional training available. Income potential $20,000-$50,000. Commission.
PERDUE 724-[illegible]

REAL ESTATE Mortgage Solicitor for mortgage company, experience preferred, but will train. Licensed sales person, or Broker. Draw, call for appointment. 427-3060

REAL ESTATE: Motivated salespeople needed for active MLS office. Will train. Commission. Draw on commission. REWARD. 585-4811.

REAL ESTATE SALES. Will train, commission, need car. Forman Real Estate. 536-5211.

REAL ESTATE SALES. MULTIPLE LISTING OFFICE. COMMISSIONS. LARKWOOD 348-1410

REAL ESTATE SALES. FULL TIME ACTIVE MASTIC OFFICE. EXPERIENCE PREFERRED 281-1515.

REAL ESTATE Sales. Active Babylon office. Come to where the action is! Commissions. Call Mr. Alan 587-3800.

REAL ESTATE Sales, new modern office in Massapequa. Commission. Snidow Realty, 795-4400.

REAL ESTATE Sales people (3) sales license required. Coram, Middle Island. Active office. Make own hours. Draw/contract. 732-2900

REAL ESTATE Sales. Active/Babylon. Can average $500 weekly commission. Will train. Ankel. 586-1400

REAL ESTATE SALES $20-50,000 possible yearly income. Sound approach. Predictable scientific system of A. Mustrock brings success career. Commission. 757-6300

REAL ESTATE Sales career with MLS broker operating 22 years. Sponsorship for license. Professional training included. Car necessary. Commission. 796-2800.

REAL ESTATE SALES. EXPANSION CREATES NEED FOR 7 NEW HOME SALESPERSONS & 3 RENTAL MANAGEMENT AGENTS. DRAW VERSES LIBERAL COMMISSION. BROKER. (516) 735-1790, OR (212) 729-2990

REAL ESTATE SALESMAN/WOMAN—Full or part time, will train. Opportunity [illegible] high commission [illegible] since 1952. Mann Realty [illegible]

REAL ESTATE Salesperson. Active rental office. Car a must. Will train. Commission 271-[illegible]

REAL ESTATE Salesperson needed. Excellent opportunity to learn all phases including commercial and industrial. Commission 795-[illegible]

REAL ESTATE SALESPERSON Huntington builder. Small draw against commission. Call after 6 PM. 423-5812

REAL ESTATE Salesperson. Experienced or trainee. Active Islip office. $200 draw on contract. [illegible] 277-[illegible]

REAL ESTATE Salesperson. Experienced, large agency, salary draw based on experience. R[illegible] Agency, 125 East Main St., Patchogue. 475-4400

REAL ESTATE SALESPERSON. Busy North Shore office, will train career minded. New unlimited opportunities & commissions. Dangeen Realty [illegible]

REAL ESTATE Salesperson—[illegible] [illegible] commission. Experienced or trainee. Call Mr. Froehlich. Raber Froehlich Real Estate [illegible]

REAL ESTATE Salesperson EARN
100% COMM.
YES—THIS IS NO MISPRINT
YOU CAN KEEP IT
ALL
GOAL EASILY ATTAINABLE

RECEPTION[illegible] must [illegible] (212) [illegible]

RECEPTION[illegible] conversat[illegible] [illegible]

RECEPTION[illegible] Agency [illegible]

REFRIG[illegible] Experienced [illegible]

REGISTER[illegible] RESORT [illegible]

RENTAL AGE[illegible] office [illegible] preferred [illegible]

RENTAL AG[illegible] sive, dynam[illegible] [illegible]

RESTAURAN[illegible] waitresses [illegible] Hicksville [illegible]

RESTAURA[illegible] [illegible] SARNO. 421-[illegible]

RESTAURAN[illegible] [illegible] 421-5353

RESTAURANT [illegible]

Airline cafeter[illegible] lent French Co[illegible] [illegible] Equal Oppor[illegible]

ROOFER EXP[illegible]

SALES AGENT [illegible] own time. C[illegible] magazine sal[illegible]

SALES Applia[illegible] person for re[illegible] good future. [illegible]

SALESCHEM[illegible] No experienc[illegible] NFI [illegible]

SALES [illegible] One of L.I.'s [illegible] [illegible] den City, L.I.

SALES: Home [illegible] ER, CANVAS[illegible] of PR. draw w[illegible] Money on ape[illegible] perienced peop[illegible]

SALES: Industr[illegible] Salary to $13,[illegible] penses, bene[illegible] Pro File Age[illegible] Hicksville

SALES insuranc[illegible] ence office [illegible] sales with Mar[illegible] Salary plus co[illegible] terview, Mr. J[illegible]

SALES [illegible]
WE'VE GR[illegible]
OUR PRESE[illegible]
EARNS IN E[illegible]
000 PER Y[illegible]

Our direct cons[illegible] based in Suffolk [illegible] sales management [illegible] qualified leads [illegible] you will take ove[illegible] plus commission [illegible]

SALES MEDICAL [illegible] commission [illegible] College grad [illegible]

SALES PEOPLE [illegible]

[illegible]

182

MEDICAL RECEPTIONIST
AMHERST AGENCY
HICKSVILLE 62 NO B'WAY 433-7610

MEDICAL SECRETARY BILLER Insurance forms. Part time. FREEPORT [illegible]

MEDICAL SECYS $163+ 5 DAYS
3rd party billing, type & sten.
872-0555 Allen-Brown Agy Sunr. Plz VS

MEN WOMEN SATURDAY JOBS TEMPORARY NO FEE
TEMPO has excellent hi-paying Saturday jobs for you as STOCK, SHIPPING CLERKS WAREHOUSE etc. No Experience necessary. Report ready to work 7-11 AM
TEMPO
E. Meadow, 1900 Hemp. Tpk.
Chase Manhattan Bank Bldg opp Park

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METHODS ENGINEER ELECTRICAL

Must be thoroughly familiar with "government military type" wiring lists, DCN's ECO's, and able to write operations sheets from engineering drawings. Resumes will be reviewed prior to appointment. Include salary requirements. Submit to Mr. Dom Gambino, U.S. Dynamics Corp. 425 Bayview Ave., Amityville N.Y. 11701.

MODELS for advertising campaign: TV/Magazine. Attractive, fashionable. Glowing complexion. Malake, 829-5725 735-4844

MODELS for advertising campaign: TV/Magazine. Attractive, fashionable. Glowing complexion. Malake, 829-5725 735-4844

MOLD Maker. Must be thoroughly experienced in plastic injection molds. Excellent opportunity. 333-7577

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For Professional Service Department of medical-electronics company. To take charge of patient relations following neuro surgery. Good salary, full benefit program. Call A. Chizik, AVERY LABS, Farmingdale 293-2630.

NURSES AIDES HEALTH AIDES
SLEEP INS HOMEMAKERS

WORK IN SUFFOLK

NO FEE TOP PAY
Interviewing in Melville, Rt 110
OLSTEN HEALTH CARE 489-7500

NURSES AIDES H.H. AIDES
All areas-f/t or p/t, no fee ever
MRS. PLANK 292-1107
NASSAU SUFFOLK HOME CARE

Nurses Aides—Home Health Aides
Orderlies-Homemakers-RN's-LPN's
Immed openings in Nassau Suffolk
TOP PAY! HOURS TO SUIT!
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WE NEED YOUR SKILLS
We have a NEW program where you can earn higher pay. You must be certified and have a car. Jobs available NOW. For information CALL:

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NURSES AIDES SLEEP-Ins
German or Scandinavian speaking aides
TOP PAY NO FEE ALL AREAS
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NURSES: RN's only. Part time. Call Director of Nursing, 292-4637 A. Holly Patterson Home.

NURSES BABY NURSES
SUFFOLK COUNTY
NURSES AIDES RPN'S-LPN'S
SLEEP IN'S HOMEMAKERS
HOME HELP AIDES
724-5100

OFFSET PRESS MULTI, ITEK EXPERIENCE, MINIMUM 2 YEARS. 536-6060

OFFSET Pressman Experienced. Chief 15, Davidson 500, ITEK Plate Maker. Glen Cove. 676-5254.

OFFSET PRESSMAN RZ301 FARMINGDALE AREA. SALARY OPEN. STEADY. 293-5536.

OFFSET STRIPPER
EXPERIENCED ONLY! EXCELLENT SALARY & BENEFITS. WESTBURY 997-4345.

OIL BURNER Dispatcher, duties pricing, billing, inventory control, purchasing, etc. Knowledge of industrial burners and controls preferred. Bain Industrial Service. 798-1954 between 9-5 PM.

OIL BURNER Service person, experienced in [illegible] 4 and 6 oil, own [illegible] work. Call between 7-9 PM. 516 281-0281.

OPERATOR. Experienced. Sportswear, Pocket, Joiners, Collar Setter, Set Presser. 848 Long Island Ave., Deer Park

OPERATORS Exp Single Needle
SECTION PIECE WORK
FAST FACTORY PRODUCT ON
FREEPORT MA 3-[illegible] MR. [illegible]

OPERATORS For Merrow experienced [illegible] experience [illegible]

OPERATORS MERROW SINGER
FLOOR HELP, STEAMER, OAKDALE
567-0097

O[illegible] [illegible] double needle, and [illegible] stitch. Full time days or part time evenings. Deer Park 242-3022

OPERATORS WANTED ON SLACKS
UNION SHOP, SECTION WORK
BRENTWOOD 231-4627

PAINTER Thoroughly experienced [illegible] work. $35 per day. After 6 PM. [illegible]

PAINTERS EXPERIENCED ONLY
$35 PER DAY
CALL EVENINGS RO 6-9735

PAINTERS
MUST BE EXPERIENCED MECHANICS
[illegible]

PART TIME (2) Receptionist Medical Assistant. Apply between 9 AM-1 PM. 523 Belle Terre Road, Pt. Jefferson

PART TIME [illegible]

PART TIME Glamorous Career as Fashion Coordinator. High commission. Free wardrobe when qualified. [illegible] Phone essential [illegible]

PART TIME [illegible] chemistry or [illegible] individual with knowledge of chemistry. Interesting project with royalty possibility. Apply P.O. Box 2158, North Babylon, NY [illegible]

PART TIME Receptionist, good typist, steno, [illegible] 5 days, Pt. Plainview (516) 822-7102. Call 9 AM-4 PM

PART TIME Salesperson. For small home improvement company. Commission. 538-5099.

PART Time [illegible] Daily AM, Sunday AM, Newspaper delivery [illegible]

PART TIME AVAILABLE

Daily [illegible] AM-2 PM, Sun. 3 AM-6 AM

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DELIVERY
MELVILLE
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GOOD CAR, SECURITY REQUIRED

Marie Quinn 727-4477
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PART TIME
TELEPHONE APPT. CLERKS
Mornings, afternoons, Evenings. Food Service. Salary plus bonuses. Call Shelly Mateo between 2-5 PM, and 6:30-8 PM FARMINGDALE AREA
694-1899

PERSONNEL HOME HEALTH AIDE TELEPHONE CO-ORDINATOR. KNOWLEDGE OF MEDICAL TERMS. MON THRU FRI, 5 PM-9 PM. 2 WEEK TRAINING PERIOD DURING THE DAY. RECCO HOME CARE SERVICES 524 HICKSVILLE RD., MASSAPEQUA, 799-6685

PERSONNEL
SUFFOLK COUNTY
Health care organization seeks mature, responsible individual to coordinate our staff of nurses' aides with our cases. Experience in telephone use, accurate record keeping & interviewing helpful.
CALL MRS. SCHWARTZ 724-[illegible]

PHARMACEUTICAL MANUFACTURINGS—NEW VENTURE. [illegible] A S.E. company expanding its [illegible] divisions. Needs manufacturing supervisory personnel with expertise in granulation, tableting, coating & purchasing. Ground floor opportunity with excellent growth. Convenient Suffolk County location. All benefits. For personal interview call between 2:00 PM-5:00 PM. 842-5759. Send resume in confidence to Box No. 5067 Newsday, Garden City, L.I.
Equal Opportunity Employer

PHARMACEUTICAL PRODUCTION MANAGER UNITED STATES EXPERIENCE REQUIRED. CALL EVENINGS (516) RO 6-5752.

PHARMACEUTICAL Sales: Grad in Bio. or Sales background. Women & Men Please! FLAIR Personnel 4655 Nescon Hwy Pt Jeff Sta. 928-7527

PHARMACIST: Active RX Department professional store, 2 or 3 days a week. Open to close. Shirley Malik RX center 281-1609.

PHOTO SILK SCREEN MAKER
EXPERIENCED PREFERRED
CALL DEBRA 694-5140

PHOTOGRAPHY Man/Woman Heavy photo studio experience. Shooting, sales, management, possible partnership. Salary open. Send resume P.O. Box 35, Babylon, N.Y. 11702.

PHYSICAL THERAPIST

NEEDED FOR OUR EXPANDED E.C.F. IN OUR INNOVATIVE P.T. DEPT.

CALL FOR APP'T 10 AM-4
LONG BEACH MEMORIAL HOSPITAL
432-8000 EXT. 278.

PIN CHASER: Experienced preferred but not necessary. Glen Cove Area. OR 1-6900, call day, evenings.

PIZZA MAKER Part time weekends. Experienced, reliable. Rockville Centre. 536-7474.

PIZZA MAN Italian American Restaurant. Experienced. Call between 2 and 5. Ask for Ralph. JU 6-9994

PLATING Plater or Plater's helper wanted. Experienced. Lindenhurst. Cardwell Condensor Corporation, 80 E. Montauk Hwy, Lindenhurst.

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Steady, benefits. Bellmore. 785-2396

PLUMBER
EXPERIENCED NEW WORKS
MIDDLE ISLAND 924-4696

PLUMBERS JOBBING. EXPERIENCED. STEADY. BENEFITS VACATION. SALARY OPEN. 483-0400.

PLUMBERS Mechanic. Experienced only, good pay, steady work. Others need not apply. 724-5413.

PLUMBING SUPPLY HOUSE NASSAU. Experienced Pricing Counter Clerk. Resume to: 7637 Jericho Tpke. Woodbury N.Y. 11797.

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DAYS. LYNBROOK AREA.
599-1143

PORTERS Nassau Suffolk $2.75-$3.00. "Many Openings." Ralph Brown Agency, 1919 Rt. 110, Farmingdale. 694-4900

PORTERS PART TIME Evenings. Men and women. Roslyn, Great Neck area. Excellent opportunity. 589-8027

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PO 7-2244

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PRESSERS
EXPERIENCED SWEATERS. STEADY, OVERTIME, KNITS & TWEEDS. 586-4726.

PRESSMAN experienced Harris 2 color or 26 Harris 1 color [illegible] ATF 29. Nassau area. Box No. 5362, Newsday, Garden City, L.I.

PRINTER: Slotter operator, experienced for small sheet plant. Apply 115 Engineers Road, [illegible]

PROGRAMMERS FEE PAID
ROBERT HALF AGENCY
520 Jericho Tpke., Jericho 822-8080

REAL ESTATE: 1 Good salesperson needed. Managerial potential. Draw if qualified. Fairmont 333-2700

REAL ESTATE CAREER WITH A MULTI MILLION $ CO. Successfully established Smithtown office is interviewing applicants for sales position. Professional training available. Income potential $20,000-$30,000. Commission.
PERDUE & SHEA 724-5403

REAL ESTATE Full/part time, active office. Selling Moore and Convention[illegible] home packages. [illegible] Levittown office. Commission. Al Steger, 3173 Hempstead Turnpike, Levittown. [illegible]

REAL ESTATE [illegible] salespeople needed for active MLS office. Will train. Commission. Draw on contract. REWARD 589-4811

REAL ESTATE SALES [illegible] active [illegible] office. Experience preferred. Draw commission. 281-1515

REAL ESTATE Sales. Active Babylon office. Come to where the action is! Commissions. Call Mr. Alan 587-3400

REAL ESTATE Sales, new modern office in Massapequa. Commission. Snipes Realty 795-4409

REAL ESTATE Sales people (2) sales license required. Coram, Middle Island. Active office. Make own hours. Draw contract. 732-7900

REAL ESTATE SALES EXPANSION [illegible]

REAL ESTATE Sales. Active Babylon. Can average $500 weekly commission. Will train. Agent 661-[illegible]

REAL ESTATE SALES. $30-50 [illegible] sible yearly income. Sound [illegible] Prediction [illegible] scientific system. A Must [illegible] success career. Comm[illegible] [illegible]6400

REAL ESTATE Sales career with MLS broker operating 22 years. Sponsorship for license. Professional training included. Car necessary. Commission. 796-2800.

REAL ESTATE SALES. If you've never sold Real Estate but have sales experience, we'd like to talk to you. Take our aptitude test at our expense. If you qualify, we'll give you the finest training available. Earn commissions of $20,000 your first year. Openings in Nassau and Suffolk. Call Darlow 273-2222

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REAL ESTATE Salesperson needed, full time for top Massapequa Sunrise Hway location. Commission. 541-5700

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REAL ESTATE Salesperson EARN

100% COMM.

YES!! THIS IS NO MISPRINT
YOU CAN KEEP IT

ALL

GOAL EASI[illegible] [illegible]TAINABLE
For more details [illegible] a confidential interview, call DATA 579-7720

REAL ESTATE SALES!

WE'VE EXPANDED!

Our high volume MLS sales organization now offers complete training program, to self-starters, who want to earn $25,000 commission this year. Experienced Real Estate salesmen, who want to earn $30,000+, we'll show the most modern methods to achieve your personal goal. Call Mr. Lang. 281-2100.

FORBES REALTORS

RECEPTIONIST busy medical office. Ability to work under pressure a must. (212) HO 4-7276 between 2-5 PM.

RECEPTIONIST: Fluent knowledge conversational Spanish, typing, forms, doctors' office. Part time. Mature. Resume Box No. 5092 Newsday, Garden City, L.I.

RECEPTIONIST Gal Friday. $125 Fee Paid. Nice spot with Nassau Co. for bright attractive girl with lite bus. exp. Call Joan Stevens. Carter Mackay. 829-9250.

RECPT/CLERK F/PD $125
GOOD AT FIGURES.
R-R AGCY. (516) 248-9696
120-7 St. Garden City (212) 895-5477

REFRIGERATION MECHANIC
Experienced only, steady 564-1313

REGISTERED NURSE. SUMMER RESORT RANCH. CALL 914-679-9351

RETAIL SALES SHARP PERSON FOR JEAN STORE. NEAT, EXPERIENCED PREFERRED. 735-0190.

ROOFER EXPERIENCED. CALL BETWEEN 8 AM-5 PM. 357-6677.

RTL ASST ST. MGR. F/PD $11,700. Must be promotable. Arthur Assoc. 1025 Northern Blvd. Roslyn 627-4306

SAFETY Engineer Trainee, $130, company car. Hassel Emp. Agcy. 91 N. Franklin, Hempstead. 485-1070.

SALES experienced, agressive sales person only. Exclusive publication. High commissions. Mon. or Tues. 265 Hillside Ave. Williston Park

SALES FUEL OIL
One of L.I.'s largest needs representative for No. Nassau-Queens. Prefer experience. Area Resident. Salary + Commission + C/A. All replies confidential to Box No. 5093, Newsday, Garden City L.I.

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SALES Industrial. Technical degree. Salary to $13,000. Car, bonuses, expenses, benefits. Second year earnings to $21,000. Fee paid. 822-2700. Pro-File Agency, 23 Jerusalem, Hicksville

SALES Mini Computer. D.E.V. Seeks experienced hardware and software salesperson. High commission. 483-0754

SALES PEOPLE

Part time, men's and boys' clothing store, Manhasset. Experience required. (516) MA 7-5170

SALES Person Ladies Boutique Sportswear, experienced only. Full time [illegible] Long Beach area. 432-4173.

SALES PERSON Printing. Experience preferred. Presses up to 25x38, two color. 681-6241.

SALES Printing. Leading L.I. lithographer requires Sales Person capable $[illegible] in volume. Salary open. Box No. 5130, Newsday, Garden City, L.I.

SALES real estate. Licensed, experienced in rentals, and resales. Commission plus bonus. 821-0117

SALES REAL ESTATE CAREER WITH A MULTI MILLION $ CO. Successfully established Smithtown office is interviewing applicants for sales position. Professional training available. Income potential $20,000-$30,000. Commission.
PERDUE & SHEA 724-5400

SALES Real Estate. [illegible] necessities. You can make money with our organization. Will train ambitious male or female with strong consumer sales background. [illegible] vicinity East Meadow. [illegible] town. Car necessary. Commission. [illegible] Work near home. Call Mr. Kaufman. 489-9620

SALES SYSTEMS TO $15.5K + [illegible] first year. 1-3 years sales or college degree. Jon Harvey Agcy. 350 Old Country Rd., Hicksville 822-0900

SALES Tires. Retail, some experience selling radial tires, tuneup, front end work, benefits. 516-741-1750

SALES Train with leading life insurance company. Up to $225 Salary weekly while training. College [illegible]

SALES WOMAN/MAN

A unique opportunity for someone with strong sales background looking to earn $20,000 a year. Salary + commission. Call for appointment. 935-6336. Command Lincoln Mercury, 294 South Broadway, Hicksville.

SALES AUTOMOTIVE

Outside salesperson, car necessary-salary plus commission. Nassau and Suffolk. Opportunities also in Brooklyn, Queens, Westchester. Call Don Davis (516) 673-8990. Interviews Monday.

SALES

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Just read it. This ad will not promise you anything that you can't earn. But if you are the type of person who is looking to make money and make it now, then I will give you written in leads sent by people asking that we send our representative out to sell. You can earn a daily commission + vested renewals. If you are interested in earning between $12,000 and $30,000 a year, call 433-3476.
Bankers Multiple Line Insurance Co.
an equal opportunity company

SALES

EXCEPTIONAL OPPORTUNITY

Reynolds Metals Subsidiary offers:
1) Paid thorough training program
2) Advances against commission
3) Rapid advancement
4) Hospitalization, Major medical, and paid Pension Plan
5) Bonus program second to none
6) Outings & conventions to places like Puerto Rico, Miami, Nassau etc.

Must have car and neat business attire. Positions available for salespersons, sales trainees, sales management trainees.

DON'T MISS THIS ONE!

See us at 1190 Old Country Road, Rte 58 (last exit L.I.E.) Riverhead, N.Y. 10AM-4PM. An Equal Opportunity Employer

SALES

HAS THE ECONOMY HURT YOUR EARNINGS?

Our food service business is thriving and due to our growth, we need aggressive salespersons. Interested in earning over $25,000 per year. Some direct selling helpful. Will train. Draw vs Commissions + bonuses.

MR. JACK RUEST 694-1111

SALES

MALE/FEMALE

Tired of always taking pot luck? Are you worth more than you're getting? Then, come on over to Tilo, a subsidiary of Reynolds Metals.

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Other men and women have cleared $600 or better a week. I want people who would like to take my job away from me.

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SALESPERSON wholesale food company looking for person experienced [illegible] to sell new accounts. Base salary, commission, car allowance, plus excellent company benefits. 231-8282. Mr. Sam Tiernaller for appointment.

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Long Island's [illegible] newspaper needs [illegible] arrangements. Call L. Sessler, 661-7000 ext. [illegible]

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S[illegible]
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SECRETARY: L[illegible] good skills, inde[illegible] genial, moder[illegible] Hempstead 538-[illegible]

SECRETARY: Sa[illegible] General office e[illegible] fice. Hauppaug[illegible] (516) 234-7800.

SECRETARY Sho[illegible] versified duties [illegible] pany. West Bab[illegible] mensurate with [illegible] 4500

SECRETARY, Star[illegible] good English t[illegible] cheerful office. [illegible] salary open. Rv[illegible]

SECRETARY: Ty[illegible] pay necessary. [illegible] Hours 9-4:30 PM [illegible] lied Bus Ags. 13[illegible] bury

SECRETARY Typ[illegible] Procedure. Sten[illegible] 8:30-5 PM, 5 day. [illegible] 938-7700

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SECRETARY [illegible] Skilled, expe[illegible] Ideal Emp Agy. 79 [illegible]

SECRETARY Re[illegible] Real Estate offic[illegible] day, 9-5 PM. Cal[illegible]

SECRETARY SAL[illegible] perience. Genera[illegible] ing Managerial o[illegible] portunity. Comm[illegible]

SECRETARY: L[illegible] titude with figure[illegible] 13[illegible] 516 374-[illegible]

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with exclusives, from 3 residential builders, a commercial department, MLS & best location in Stony Brook, we need your help to cover the traffic.
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SALES

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SALESPERSON Mfrs. Rep. Excellent opportunity for person with electrical [illegible]

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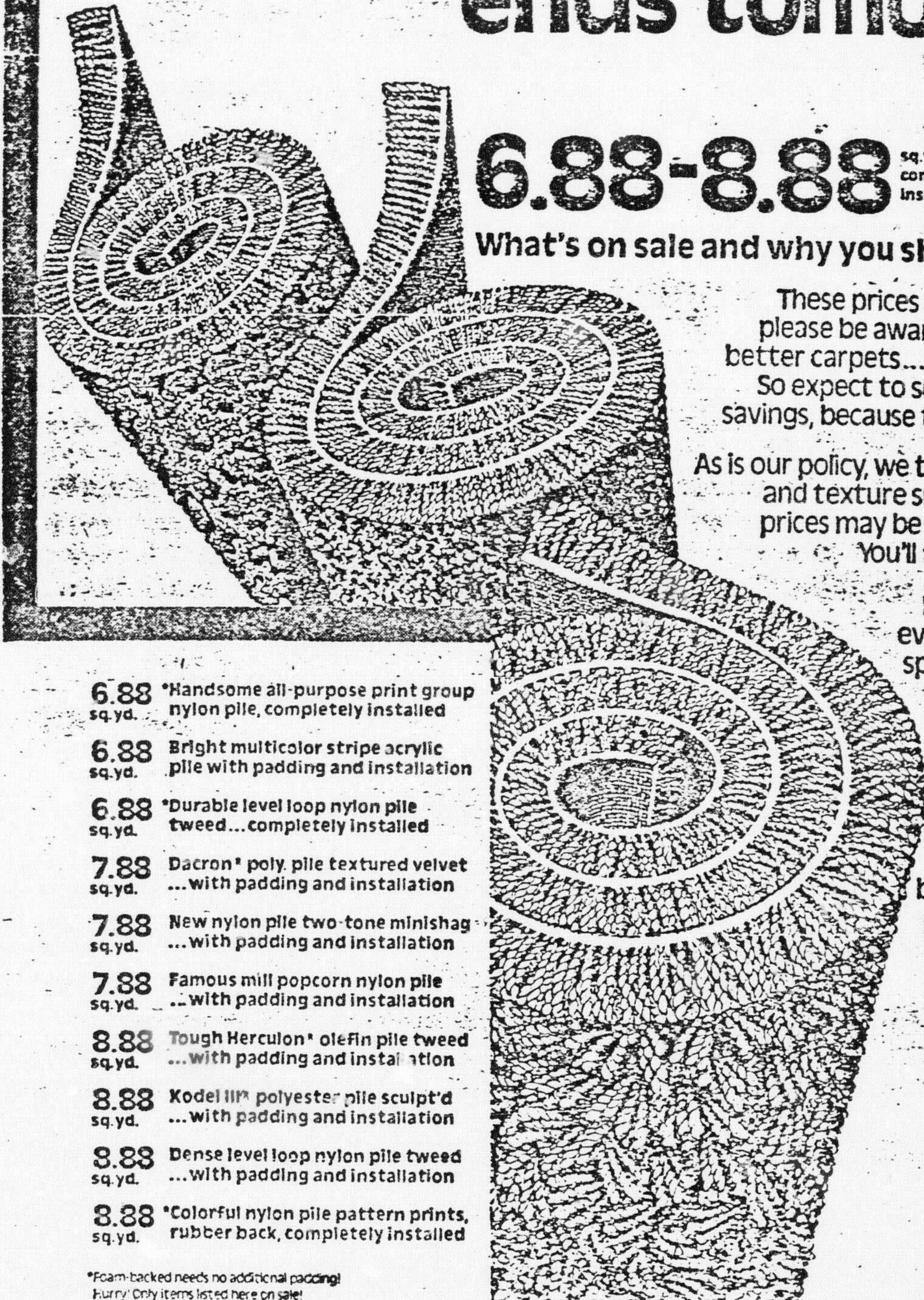

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6.88 sq.yd.	*Handsome all-purpose print group nylon pile, completely installed
6.88 sq.yd.	Bright multicolor stripe acrylic pile with padding and installation
6.88 sq.yd.	*Durable level loop nylon pile tweed...completely installed
7.88 sq.yd.	Dacron* poly. pile textured velvet ...with padding and installation
7.88 sq.yd.	New nylon pile two-tone minishag ...with padding and installation
7.88 sq.yd.	Famous mill popcorn nylon pile ...with padding and installation
8.88 sq.yd.	Tough Herculon* olefin pile tweed ...with padding and installation
8.88 sq.yd.	Kodel III* polyester pile sculpt'd ...with padding and installation
8.88 sq.yd.	Dense level loop nylon pile tweed ...with padding and installation
8.88 sq.yd.	*Colorful nylon pile pattern prints, rubber back, completely installed

*Foam-backed needs no additional padding!
Hurry! Only items listed here on sale!

G.C.
29
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Westbury Warehouse, Huntington, Smith Haven.

Valley Stream Sunrise H'way
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Inwood L.I. Warehouse Store
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Huntington Rt. 110
opposite Walt Whitman

Westbury Warehouse Store
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Bay Shore 1696 Sunrise H'way
opp. South Shore Mall

Smith Haven 3170 Middle
Country Road
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Jamaica 165th St.
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KITCHEN PANTRY People, at elegant Club. Queens-Nassau, experienced and will train. Apply weekdays 10 AM-12 Noon, 3-5 PM. 250-18 Grand Central Pkwy., Little Neck.

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Minimum 6 mos. experience
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Technical Administrator. Double unit. Must be [illegible] to assume complete charge. E[illegible]nt opportunity for right person. F[illegible] benefits. Single unit experience n[illegible].

MECHANICS

Experienced only. Metropolitan area.

Please forward complete resume including salary requirements to Box No. 5005 Newsday, Garden City, L.I.

MECHANICS-LAWN MOWERS
FULL TIME & PART TIME

The Toro Company seeks experienced small engine mechanics for its factory service center in E. Farmingdale. Good salary and working conditions. 293-0777.

MEDICAL Receptionist Secretary, full time/part time. Also part time Doctors Assistant, in busy Dermatology office. PO Box 25 Great Neck N.Y. 11021.

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TEMPO has excellent hi-paying Saturday jobs for you as STOCK/SHIPPING CLERKS, WAREHOUSE, etc. No experience necessary. Report ready to work 7-11 AM.
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ELECTRICAL

must be thoroughly familiar with Sperry type wiring lists, DCN's ECO's, and able to write operations sheets from engineering drawing. Resumes will be reviewed prior to appointment.
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MORTGAGE COMPANY has excellent opportunity for bright personable person with typing skills. Will train for processing of FAH/VA Mortgages. Career position. Call Mrs. Klugman, (516) 538-1771 for appointment.

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NURSE, R.N. Geriatric supervisor, 3 to 11. Excellent position. Benefits. Experienced. Call Little Flower Nursing Home. 581-6400.

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All shifts. Must be qualified with experience in teaching. Rehabilitation, leadership, and management. Our modern, progressive, skilled nursing and health related facility demonstrates the finest in Nursing Care, with routine team conferences and rehabilitative therapys. Call 473-7600 for appt.

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All areas-f/t or p/t, no fee ever
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Long Beach Memorial Hospital
432-6000 Ext 279 Monday-Fri

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Expanding electronic components operation [illegible] looking for a student who is looking for a full time summer job and part time winter job, to be trained in our computer department, beginning as a keypunch operator. Must have knowledge of typing. [illegible] Melville area. Call 273-1500 for appointment.

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PART TIME, Glamorous Career as Fashion Coordinator. High commission. Free wardrobe when qualified. Car. Phone essential. 261-8767; 567-4939

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PART TIME [illegible] bookkeeping, typing, 4 days [illegible] Friday 12-5 PM. Westbury. [illegible]

PART TIME Male/female, retail shoe sales. Garden City. Superior company paid benefits, will train, age no barrier. Salary. Earth Shoe Stores, 746-3522. An Equal Opportunity Employer.

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PART TIME
TELEPHONE APPT. CLERKS
Mornings, afternoons, Evenings. Good Service. Salary plus bonuses. Call Sherly between 2-5 PM & 6.30-8 PM.
FARMINGDALE AREA
694-1000
[illegible]

PARTNER SALES: Background required, our salesman draw $300 a 50 pct. equity position should equal against your draw. Capital required, $17,500. Call Mr. Sax, 271-6071.

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3-3½ hours. 7 day week. Queens area. Bond required. [illegible] or Station Wagon necessary. Call 295-3713, between 9 AM-5 PM.

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4PM-12. Sat. & Sun. off
Port Jefferson Station 473-9772

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PIZZA MAKER: FULL OR PART TIME, GOOD PAY.
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Successful No Shore agcy. Must have proven personnel or sales exp
HIGH sal. or draw + comm. 627-4206.

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1½ years experience required. SYS/3 disk RPG II. [illegible] applications necessary. Salary commensurate with experience. BRINKMANN INSTRUMENTS, Westbury.
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REAL ESTATE [illegible] office. Draw [illegible]

minimum or $25,000 yearly commissions. $250 on draw. Experienced or aggressive beginner. 731-2800.

REAL ESTATE Mortgage Solicitor for mortgage company, experience preferred, but will train. Licensed sales person, or Broker Draw, call for appointment. 427-3060.

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REAL ESTATE Sales. Active Babylon. Can average $500 weekly commission. Will train. Adael. 884-1400.

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REAL Estate Sales Experienced new home commission, good opportunity for right person. Suffolk area. Call 265-9333, 979-6292.

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SEAFORD OFFICE CALL 731-7211
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Ask for Edith or Fred Heinemann

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REAL ESTATE Sales career with MLS broker operating 22 years. Sponsorship for license. Professional training included. Car necessary. Commission. 796-2800.

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"TWIDDLING YOUR THUMBS?"
Last weekend we lost 4 walk ins because our staff was too busy to handle them. If you are sitting around without ready to buy prospects call me for an appointment. Busy Hempstead Tpke office. Live and let live commission set up. 20 to 30 deals annually here will net you more commissions than usual. Hurry, call Art Kaufman 485-9600.

REAL Estate salesman, experienced, full time salesman, commission. Massapequa area. Muscillo. 799-6784.

REAL ESTATE Salesperson. Active rental office, car a must. Will train. Commission. 292-3366.

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Real Estate Salesperson must be experienced. High commission plus high bonuses. Garden City resident preferred. PI 1-4640.

REAL ESTATE Salesperson, active Baldwin MLS office, licensed preferred, commission. Call Doris Warren. 868-8865.

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PELLICIO 595-3[illegible]

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Stony Brook office. Preferably resident of immediate or adjacent area. Commission. For interview, call 423-6330.
carl s. burr jr. inc.

REAL ESTATE SALES
WE'VE EXPANDED!
Our high volume MLS sales organization now offers complete training program, to self-starters, who want to earn $25,000 commission this year. Experienced Real Estate salesmen, who want to earn $30,000+, we'll show the most modern methods to achieve your personal goal. Call Mr. Lang. 281-2100.
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RECEPTIONIST TRAINEE [illegible]
MASS EMPLOYMENT AGCY
Front St. [illegible]

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Experienced only, steady 568-1313

REFRIGERATION MECHANIC [illegible] minimum 3 years experience [illegible] round. Full time. [illegible]

RESERVATION PERSONNEL [illegible] salary $ room and board. [illegible] Miss [illegible] motel, [illegible]

[illegible] curtis. No selling. 6-

ROOFING ME[illegible]
FOR SHINGLE & [illegible]
PATCHOGUE AREA

ROUTE SALES. Exce[illegible] ty. Will train man for Syrup route, oper[illegible] Cove. Steady, perm[illegible] fits. 5 day week. Sub[illegible] commission. 671-5310

SALES APPLIANC[illegible] ENCED ONLY. S[illegible] PORT WASHINGTO[illegible]

SALES. Excellent ca[illegible] with leading L.I. Por[illegible] of growth potential. [illegible] perienced and good [illegible] sions. Call 589-3066 [illegible]

SALES: Experienced [illegible] High Commissions. [illegible] eves., 272-4538 wee[illegible] Joey.

SALES: Food Plan Ex[illegible] 10 pct. comm. plus b[illegible] Phone 873-0902 betw[illegible]

SALES FUE[illegible]
One of L.I.'s largest, [illegible] tive for No. Nassau-Qu[illegible] perience, Area Resid[illegible] Commission + C/A. A[illegible] dential to Box No. 5031, [illegible] den City, L.I.

SALES Full time. Sell c[illegible] ed T-shirts. Must h[illegible] commission. 567-4625

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SALES: Train with le[illegible] ance co. Up to $225 [illegible] while training. Colle[illegible] ness experience pref[illegible]

Sales. 95 Mini Comp[illegible] Exp'd hard software. Call resume P.R.C. Ag[illegible] 76 N. Bway. Hicksv[illegible]

SALES
BURGLAR A[illegible]
Excellent opportunity [illegible] sive person in our Suffo[illegible] + commission + exper[illegible] glar Alarm Co. Mr. Samuels

SALES—CHEMICAL No exper[illegible] NFI Agcy Gt Nk 107 N[illegible]

SALES-DRUGS
AMHERST AG[illegible]
Hicksville 37 No. B[illegible]

SALESMAN-LADY F[illegible] EXPERIENCED. Y[illegible] WORK. PI 6-1418.

SALESPERSON [illegible] ment. Photo or lens [illegible] ful. $150 plus comm[illegible] 5048 Newsday, Gard[illegible]

SALESPERSON Exper[illegible] Hi commission, bon[illegible] appointment, 924-7122

SALESPERSON Exper[illegible] ventilating & air cond[illegible] mercial & Resident[illegible] self-starter. Excelle[illegible] right man. Commis[illegible] 5022, Newsday, Gard[illegible]

SALESPERSON PART [illegible] DAYS AND EVENIN[illegible] SION FIREPLACE [illegible]

SALESPERSON: Par[illegible] day/Sunday, Commis[illegible] ry. Send resume to: [illegible] Co. Inc., 5040 Express[illegible] konkoma 11779.

SALESPERSON: There[illegible] ings in our Babylon [illegible] appointment, call Mr [illegible] Salvation Army 481-7[illegible]

★

SALESPERSON (Fur[illegible] time. Must be experie[illegible] & Weekends. Traub's [illegible] Call Mr. Jackson (516[illegible]

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SALESPERSON (WIND[illegible] sale distributor, M[illegible] enced. Benefits, dra[illegible] sion. Excellent oppo[illegible] N.Y./L.I., 212—454-46[illegible]

SALES
REGIONAL MA[illegible]
A growing regional c[illegible] home office in St. Louis [illegible] sires an ambitious sal[illegible] it's regional office loc[illegible] stead, L.I. The successfu[illegible] be a results oriented ma[illegible] his career who can mad[illegible] through 10 or more pro[illegible] people. Excellent poten[illegible] person to grow with this [illegible] pany. Starting salary [illegible] with education & expe[illegible] mail complete resume [illegible] history to Box No. 4978 [illegible] den City, L.I. All inquir[illegible] swered.

SALES. A large bottle[illegible] ny with many types [illegible] to sell needs outside [illegible] Must be a hardworker [illegible] prospects and follow [illegible] will receive a car, sa[illegible] commission and bo[illegible] salary and full benef[illegible] in Suffolk County [illegible] konkoma call 261-6385 [illegible] ment.

TE[illegible]

Positions available [illegible] rienced technician[illegible] science or engineer[illegible] Laboratory experie[illegible] sy and allied fie[illegible] Salary commensur[illegible]

[illegible]

[illegible] Some area experience 516 [illegible]

PRINTER TRAINEE FLEXO GRAPHIC PRINTING STEADY WORK BENEFITS WILL TRAIN [illegible]

PRINTING BOOKS [illegible] Experienced only [illegible]

PRODUCTION PLANNER FEE PAID [illegible] Commercial consumer products background. Queens location. [illegible] Staff Positions 76 No Broadway, Hicksville 433 5656

PROGRAMMER

Expanding distributor has need for programmer on Burroughs equipment with DP manager aspirations. Must have knowledge of COBOL with some [illegible] Box No 3151 Newsday, Garden City L.I.

PROGRAMMERS FEE PAID ROBERT HALF AGENCY
575 Jericho Tpke Jericho 822 8080

PROGRAMMERS SYSTEMS Positions available at all levels. Contact Mr. Peters, Kennedy Peters Assoc [illegible]

PROOFREADER NITES $110 English major desired Melville. APPLY EMPL AGENCY MELVILLE 150 Rt 110 LIE Ex 49 No 481-3750

PUBLIC RELATIONS Attractive [illegible]
FLAIR PERSONNEL 4635 Nesconset Hy, Pt. Jeff Sta 928 7527

PURCHASING Agent-Buyer, electronics, hardware, sheet metal, motors etc. to head purchasing dept. for $6,000,000 division. A Fortune 500 Company. Must be aggressive self starter. Salary to $18K. Mt Vernon, N.Y. area. Send resume to Box No 3747 Newsday, Garden City, L.I.

QUALITY CONTROL Mil-Spec fasteners experience. Capable and dependable. Good salary, benefits. Bethpage 822-4116

REAL ESTATE (516) 328 0222

MANAGERS

Sales, Rentals, Listing Dept.
Aggressive Est. Co. of 15 years

REAL ESTATE CAREER WITH A TWO MILLION DOLLAR COMPANY. Successful Smithtown office has openings for qualified sales people. Professional training available. License required. Income potential $25,000+. Commission. PERDUE & SHEA 724-5400

REAL ESTATE CAREER Firm over 10 million dollars in sales is seeking career minded individual. If you are an experienced salesperson now and not making $25,000+, I will train you to exceed this. If you are inexperienced and have drive I offer a professional sales training and licensing. Commission, bonuses, benefits, and profit sharing. Western Suffolk Babylon. JENNA 587-4383

REAL ESTATE Rentals experience salesperson. Part time 2 PM-8 PM Plus Sat & Sun. One of the largest rental offices on the South Shore. Commission. LANG RENTALS & Investments 223-1405

REAL Estate Sale, active office, ground floor opportunity, experienced or aggressive beginner. Commission $25,000+ 1st year potential plus profit sharing plan. Call for interview 333-1200

REAL Estate Sales Active office Lynbrook. Good opportunity for self starter. High commissions, bonus. AT YOUR SERVICE RLTY 599-7333

REAL ESTATE Sales, E Meadow. 1 ambitious experienced licensed salesperson for aggressive real estate office. Will consider 2 part timers. Commission on contract. 735-5905

REAL ESTATE SALES CAREER Busy MLS Valley Stream Office covering to Baldwin. High commissions paid. Terrific opportunity for live wire. 1 Desk open. Call Fred Heinemann 561-2229

REAL ESTATE Sales Career with MLS Broker established 22 years. Will license, train. Commission. Car necessary. 735-7300

REAL ESTATE SALES CAREER. A new concept in sales training leads towards management future. Potential is $15,000-$25,000 commission 1st year & $30,000-$40,000 2nd year. Special consideration for educational background. FORBES REALTORS 941-4800

REAL ESTATE SALES. If you have never sold real estate but have sales experience, we'd like to talk to you. Take our aptitude test at our expense. If you qualify we will give you the finest training available. Earn commission of $20,000 your first year. Openings in Nassau and Suffolk. Call Ostrow 293-2373

REAL ESTATE SALESMAN WOMAN Active East Meadow office. Member MLS. Licensed or will train aggressive person. Draw 50% on contract. Ask for [illegible]
[illegible] 794-0620
[illegible] HEMPSTEAD TPKE EAST MEADOW

REAL ESTATE Salesperson: For busy [illegible] Will train career minded individual. Unlimited opportunities, high commissions. Donovan Realtors 751-5179

REAL ESTATE Saleswomen/men seeking career minded individuals. High earnings, high commission. [illegible] Patchogue River [illegible]

RECEIVING CLERK Full charge position, responsible, full time hours. [illegible] Park 342-9400

RECEPTIONIST Heavy board, nurs [illegible]

RECEPTIONIST Typist Experienced [illegible] interviews [illegible]

RECEPTIONIST [illegible] spot for [illegible]

[illegible] MANAGERS [illegible]

[illegible]

TOP 108

[illegible] FULL LINE OF [illegible]

SALES CAREER in boats. Rare opportunity for right person to enter a dynamic field. Draw & Commission. 842-1919

SALES Car[illegible] comprehensive training, outstanding [illegible] benefits, salary to $17,000. [illegible] Mutual Life 628 8130. Call 261-9476 evenings, weekend.

SALES Career Opportunity with L.I.'s Largest Real Estate organization. Highest commission earnings. $35,000 potential. Lucrative (Buy-ins) fees. We train you. Active Nassau Office. Vigliant SU 1-9600

Sales Computer Service $185+ agency 1-3 yrs systems phone 822-0900 Jon Harvey 550 Old Country Hicks

SALES experienced bra fitting in lingerie shop 3 days including Saturday 10 AM-6 PM 868-8797

SALES Experienced salesperson. Building materials. Telephone and over the counter, knowledge of bookkeeping and typing beneficial. Send resume and salary expectations to c/o HAMLIN, 249 Beverly Road Huntington Station 11746

SALES For Fast growing Style Men's Store. Experienced only. References required. Salary commensurate with experience. For appointment. 271 7373, 698-4377

SALES For Fast Growing Boys' Shop. Experienced only. References required. Salary commensurate with experience. For appointment 271-7373, 698-4377

SALES, Fuel Oil. I will hire anyone willing to earn $140-$200. Car Helpful. 589-8000

SALES Full time. Mature, experienced on better women's wear. Salary plus commission. Benefits. Hewlett area 295-3856

SALES FURNITURE-BEDDING EXPERIENCED ONLY. EXCELLENT OPPORTUNITY FOR TOP CLOSER 475-5950.

SALES: GOT a good phone Rap? Energetic people wanted. Able to work full time eves/weekends. New rental company, money to be made, salary. 248-5974, 9 AM-9 PM.

SALES INSIDE Valve and instruments to the chemical and petroleum industry. Freeport office. Send resume and salary requirements. Box No 3198, Newsday, Garden City, L.I.

SALES Outside Sales Rep. Truck Parts Sales. Strictly commission. No draw. After 4 PM. 643-5444.

SALESPEOPLE: For frozen food service. Full/part time. Qualified appointments and plenty of them. Will train, but interested in hard workers who need money. Draw versus commission. 938-5724.

SALES PEOPLE: Millwork Jobber. Lumber yard following L.I., Bronx, Brooklyn, Connecticut, New Jersey. Commission and draw. Call Jack Schwartz for appointment (516) 799-6670. Van Roy Millwork, 50 Gear Avenue, Lindenhurst.

SALESPERSON: Experienced in selling computer ribbons, computer tapes and office machine ribbons. On commission basis. Call Boe. WE 1-3120.

SALESPERSON: Telephone sales automotive. Located Plainview. Exceptional opportunity for big income. Salary during training. If you have any successful sales backround. Call 938-5900.

SALES Upholstery & slipcovers. exp only. excel. opportunity for top closers, draw vs. commission 485-1333.

SALES

Be A Shoe Salesperson We Train You

Knapp has openings for full time sales personnel. No experience necessary as we will train you. Salary plus commission, 5 day week, and a full range of company paid benefits. Apply Knapp Shoe, 10 Sidney Place (entrance of Green Acres Shopping Center.) Valley Stream. Telephone 791-2151.

An Equal Opportunity Employer

SALES—CANVASSERS. With Leading Home Improvement Co. Must be experienced in Home Improvement Work. Earn $35,000+ Income. High Commission Basis. Apply in person 117-02 Jamaica Ave, Richmond Hill.

SALES/FOOD $9600
Queens terr./Call on retailers
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1025 Northern Blvd Roslyn, NY
(516) 627-4306 (agcy) (212) 895-4997

SALES

IMMEDIATE OPENING

Luxor Lighting Products is expanding its sales force in Nassau County and needs honest, sincere and hardworking people with some sales experience looking for their last job. We have been in business for over 25 years and are leaders in our field.

To be successful, you must be a self-starting and creative individual. If you qualify and are hired you will be schooled and field trained and for the first 13 weeks will work under a salary, comm, bonus arrangement.

Call Richard Grey Days or Evenings (516) 333-3578 or (516) 334-5659

SALES

IMMEDIATE OPENING

Luxor Lighting Products is expanding its sales force in Nassau County and needs honest, sincere and hardworking people with some sales experience looking for their last job. We have been in business for over 25 years and are leaders in our field.

To be successful, you must be a self-starting and creative individual. If you qualify and are hired you will be schooled and field trained and for the first 13 weeks will work under a salary, comm, bonus arrangement.

Call Richard Grey Anytime
Fri, Saturday or Sunday
516—333-3578 or 516—334-5659

SALES

Individual [illegible] product knowledge a must. We offer good starting salary, excellent benefits and chance for advancement [illegible]

[illegible]
Stony Brook, N.Y.
An equal opportunity employer

SALES
PART TIME EVENINGS
New office subsidiary of Time, Inc. now hiring for magazine sales calling on behalf of local [illegible]

offer good starting salary, pleasant working conditions and more. If interested, please apply in person.
RICKEL HOME CENTER
2700 Nesconset Highway
Stony Brook, N.Y.
An equal opportunity employer

SALES Men's and boys [illegible] store. Part time, experience required. Manhasset 516-MA 7-5122

SALESPERSON For established room remodeling firm, exp'd in home improvement desired. HA 3-3939

SALESPERSON For restaurant supplies, established territory, experience needed, draw against commission 265-3322

SALESPERSON Fully experienced better jewelry only. Credit experience helpful, full time, permanent. Good salary, 2 nights, 5 day week. Havlis Jewelers, Patchogue 475-3187 for appointment

SALESPERSON telephone sales, experienced needed. Yiddish background helpful, self motivated, steady position with future, salary 593-7294

SALESPERSON THOROUGHLY EXPERIENCED LADIES FASHION COORDINATOR 581-9650

SALESPERSON used cars. Excellent opportunity, experienced person need only apply. salary + commission. 671-1400

SALESPERSON—ASSISTANT
"We have an opening in our sales department for a sales assistant, garage door openers, high school graduate. Agressive and willing to learn. Salary, Bonus, all fringes. Write Box No 3252, Newsday, Garden City, L.I. An Equal Opportunity Employer

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PERMANENT PART TIME
PAID VACATIONS
PAID HOLIDAYS

Talking to people can be exciting and profitable in Newsday's Telephone program.

Students, Teachers, Office Wkrs., Salespeople

Here is your opportunity now. Work in our conveniently located sales rooms. Guaranteed hourly wage or commission

NEWSDAY INC.

RIVERHEAD
407 Osborne Ave
APPLY IN PERSON
Between 6-9 PM

HEMPSTEAD
250 Fulton Ave
APPLY IN PERSON
9-12, 6-7 PM

RONKONKOMA
Union Ave
APPLY IN PERSON
Between 9-12, 6-7 PM

An Equal Opportunity Employer M/F

SANDWICH-STEAMTABLE

Part time, full time, days, evenings. Experienced. Apply in person. Cooky's Restaurant, Walt Whitman Shopping Center, Huntington Station.

SECRETARY $151 fee paid. Lovely Garden City firm.
Valley Stream Employment Agcy
99 N. Hawthorne. 825-9300

SECRETARY CPA'S GREAT NECK OFFICE 9-5PM MON THRU FRI. SALARY OPEN 212 397 4384, 516 829-8666

SECRETARY LEGAL EXPERIENCED ONLY. NEGLIGENCE, GENERAL PRACTICE. SALARY OPEN 741-4300

SECRETARY LEGAL. EXPERIENCED INDEPENDENT WORKER. HEAVY REAL ESTATE AND MATRIMONIAL. 265-7377.

SECRETARY Legal experience desired. Dictaphone, IBM typewriter, congenial office. Hicksville area. Salary open. 938-5655.

SECRETARY, Small, Some experience necessary. Typ skills. Excellent fringes. Pleasant Mineola office. 742-1670.

SECRETARY New company. Skills, Intelligence. Fee Paid $150. Snelling Agency 183 Broadway, Hicksville. 433-0810.

SECRETARY Steno fast accurate IBM typewriter. expect heavy work load. sales dept. Mineola 248-0400

SECRETARY With some bookkeeping experience, full time, community counseling service. Send resume to Mr. C. Mitchell, Confide Inc. 139 Sunrise Hwy, Rockville Centre, NY 11570

SECRETARY Gal Friday. Good steno. [illegible] Salary open. Plus fringe benefits. 212 978 9359

SECRETARY [illegible]

SECRETARY
MEDICAL RECORDS BACKGROUND [illegible]

[illegible]

★

SECRETARY [illegible]

SECRETARY SUFFOLK CO.

[illegible]

[illegible] Newsday Garden City L.I.
An Equal Opportunity Employer M/F

small 2 girl office. Jericho area. 938-3535

SECY FEE PAID $170
KNOX & KNOX AGENCY
[illegible] Broadway Hicksville 681-0610

SECY FINANCE F/PD $225
EAN ROGERS AGCY 997-4373
25 SO SERVICE RD JERICHO

SECY Plainview. Beginner or experienced. Skills $110. MAREL AGENCY 2601 Hempstead Tpke Levittown 579-7777

SECY Spanish & Eng to $165+
Good skills, able to work on own
Call P R C Agcy Ann Lee
87 N Bway Hicksville 935-9000

SECURITY GUARDS Retail experience. Full Time/Part Time. Contact Don Brown PY 6-6220

SECY EXEC $170 SUFFOLK PECCO AGENCY 594 HICKSVILLE RD MASSAPEQUA [illegible]

SERVICE PERSON experienced fuel oil, immediate availability. Shirley area. Call bet 9 am-4 pm [illegible]

SERVICEPERSON to install and service coffee equipment. Must be able to read blue prints and troubleshoot. Salary to $175 week + benefits. Reply Box No 3228, Newsday, Garden City L.I., N.Y.

SEWING MACHINE MECHANIC. Industrial Singer, union special, Pfaff machines. must be experienced. salary commensurate experience. Rockville Centre area. 766-4115

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ASSEMBLERS
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Good starting salaries. Solid benefits package including pension plan. Interviews at your convenience.

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SHIPPING CLERK. Experienced, responsible and dependable. Government spec fasteners. Good salary, benefits. Bethpage. 822-4116.

SHIPPING FOREMAN/WOMAN (WORKING) Thoroughly experienced in UPS & export shipments. Must be able to direct the work force. Permanent, many benefits. Salary open, apply in person August Thomsen Corp., 36 Sea Cliff Ave., Glen Cove.

SHIPPING Stock clerks, experience preferred. Responsible persons. Permanent position. Freeport area. 223-1444 after 9 AM.

SHIPPING/RECIEVING CLERK LIGHT EXPERIENCE

DORNE & MARGOLIN

2950 Vets Hway Bohemia. 585-4000
An Equal Opportunity Employer

SHOE SALES. Needed for Women as High fashion salon. North Shore area. Full time. Will train. Call between 10 AM-6 PM. MA 7-2988

SLIP COVER specialist to measure, construct & install custom made slipcovers in homes on Eastern Long Island for a well-known department store. Call Mr. Luchsinger or Mr. Bsles. 727-6100.

STENO Typist. Including General Office DUTIES. Experienced preferred. An Equal Opportunity Employer. Aetna Life & Casualty. 742-3555

STOCK CLERK
PART-FULL TIME. CLOTHING STORE. MANHASSET. 516-MA 7-5120.

STOCK HELP FULL TIME. APPLY IN PERSON ARCADIAN GARDENS MELVILLE RD., FARMINGDALE.

STOCK ROOM CLERK: Knitting mill needs person with experience to handle flow yarn/inventory. Bayshore. Call Mon-Fri. 231-7250.

SUPERINTENDENT ASSIT.: Garden Apts. Salary + Apt. Write personel & experience data. Box No. 3273, Newsday, Garden City, L.I. 11530

SUPERINTENDENT: Garden Apts. Freeport. Exper. references. Must know plumbing, etc. Phone 546-3533

SUPER (RETIRED COUPLE) IN EXCHANGE FOR APT. AND UTILITIES. BABYLON 921-2150.

SUPER 6 story Apt. Long Beach. Experience essential. Handyman capabilities. 76 families. 420-8875.

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SUPERVISOR nights, janitorial-floor waxing, minimum 5 years experience, car, good salary, benefits. Box No 3209 Newsday Garden City L.I.

SWITCHBOARD OPERATOR. Console experience a must. Tele Resources system prefeable. Typing, Filing. Good starting salary. Benefits. Hempstead. 485-1000.

SWITCHBOARD OPERATOR

Experienced at modern console type board and Watts lines, full time. Active sales oriented office. New Hyde Park. Call Mrs. Schmidt from 10-12 noon 2-4 PM. (516) 328-3200.

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TECHNICIAN FEE PD $10K JRS SRS MICROWAVE [illegible]

TELEPHONE OPERATOR, EXPERIENCED, MATURE, HOURS: PART [illegible] 11 PM-7 AM. MRS. SANTIAGO. [illegible]

TELEPHONE SALES: Work home. Rockaways-Suffolk. Your phone can help pay your bills by calling for magazines from leads. Commission. Call 9 AM to [illegible] PM. [illegible]

TELEPHONE SALES Work at home or [illegible] Suffolk 265-0412, Nassau [illegible]

TELEPHONE [illegible] insurance [illegible] plus bonus. Work from home. Suffolk [illegible]

[illegible]

[illegible] PLANT Department manager [illegible] machines [illegible] Excellent opportunity. [illegible] Box No. 3224 Newsday Garden City L.I.

TIRE SALES MANAGER

Experienced mature. Bay Shore area. [illegible]

prints. Guaranteed [illegible] all company paid benefits. Jamaica area. Call (212) 291-0808

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Experienced injection mo making exper. Top Pay. A

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515 Acorn St., Deer Park.

TOOL MAKER

Hospital Equipment Ma Requires individual wi knowledge of tool building. Capable of constructing [illegible] dies, etc. Ability to work fr drawings. Salary open. [illegible] 2200

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AUTO MECHANIC Good for reliable, experienced mechanic. Work with one of growing Auto Agencies. son Smithtown Toyota East Jericho Tpke., Smi

TRAINEE for Cigarette chine route. 5 days. Good benefits. Call 334-8879.

TRAINEE Insurance rater. College + office experience Agency, 146 Newbridge ville. 931-4600.

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COMET EMPLOYMENT
136 N. Franklin, Hempstead

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TYPESETTER, experienced work on TTS tape mac hours. Stony Brook. 751

TYPIST CLERK. Attractive fice type. Racing assoc working conds. Mon.-Fri. Many benefits. Westbury

TYPIST: Minimum 2 year experience. Lake Succ (516) 488-1208, (212) 895

TYPIST OCR. TYPE HOMEWORK. 420-9440 9 3 PM.

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TOPS TEMPORARY PE

(516) 747-3700

TYPIST Travel Benefits
FRANKLIN PLACEMENT
91 N. Franklin Hempstead

UPHOLSTERER. Exper Full or part time. Bayv 669-3314

UPHOLSTERER or Pers Interested in learning tr required. Port Washin 0505.

WAITRESS Waiter exper time. McArthur Motel 4444 Vets. Hwy. Opposite ply in person or call afte 588-8666

WAITRESSES Waiters. E Apply in person after 3 P day through Sunday. Ur taurant, 539 Central Ave hurst. 569-7922.

WAITRESSES-WAITERS taurant. Experienced drinks. Positions availa evenings, 267-3598, 692-9

WAITRESS-WAITER, 8 exp. necessary, days. Call Mike, daytime, 212

WAITRESS/WAITER help. Lunch & Dinner, Shore. 767-1614 for appo

WAITRESS-WAITER. E Apply in person Colon New York Avenue in Hu

WAITRESS/Waiter. E night. Day. Apply in pe H.Q. 425 Walt Whitman ton Station.

WAITRESS/WAIT FREEPORT AR 623-2598

WAITRESS WAITERS PART TIME HAUPPA 231-7444.

Warehouse Att

Part-time, on call,

Positions open in our war eration. Apply in person

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[illegible]
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WAREHOUSE HELPER truck [illegible] drums [illegible]

WAREHOUSE [illegible]

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WAREHOUSE [illegible]

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including pension
at your convenience.
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Suffolk County. Over
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Marken Security

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available. Nas
Immediate
phone and car
Sundays and Wed
must have clean
Must have

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benefits
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haircuts. Blow

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Middle Island

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LPL TECHNICAL SERVICE
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INSURANCE Agency. Bay Shore location, requires personal lines placer-rater. Must type, minimum 1 year experience. Full benefits. Salary open. 665-1084

INSURANCE. Expanding medium size general insurance agency needs Multi-line Underwriter with 3-5 years experience in agency. Placing, light typing, work with clients and underwriters. Mature and ambitious. Interest in education a must. Send resume to Ed. Burke JR., P.O. Box 35, Elmont, N.Y. 11003. Call Ed Burke Jr. 201/731-7416 Evenings.

INSURANCE. Expanding medium size general insurance agency needs Heavy Weight Bookkeeper for office with outside computer service. Mature and industrious person interested in accounting, billing, and education. Excellent salary and benefits package. Send resume to Box 35, Elmont, NY 11003. Call Ed Burke Jr. (201) 731-7416.

INSURANCE. Expanding medium size general insurance agency needs account Executive with mature and responsible attitude, broad general insurance background in brokerage. College degree and interest in education a must. Ambitious with emphasis on business contacts and soliciting accounts. Analysis and lay-out a must. Excellent salary and benefits package. Send resume to Ed. Burke Jr., P.O. Box 35, Elmont, N.Y. 11003.

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NEW COMPANY
Staffing departments need experienced Underwriters. Call for details.
Cosmo. 147 Old City Hicks. 935-0150

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Bookkeeper	to $200
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872-0555 Allen-Brown agy sunrl blz	vs

INVOICE CLERK-CHECKER: Experience in Adding machine. In Mail Order Warehouse. Steady employment with attractive benefits. Westbury area. 333-5000, Mr. Ennis.

KEYPUNCH $135 DAYS/NITES
UNIFORCE PERSONNEL AGCY
1792 New Hyde Pk Rd. N.H.P. 437-2900

KEYPUNCH Operator Alpha-numeric applications. Minimum of two years experience required on IBM 029-129. Stone & Webster Engineering Corp SHOREHAM, N.Y. 929-6700, Ext. 144 S&W is Equal Opportunity Employer

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KEYPUNCH TO $130 FEE PAID! W. Nassau/6 months + experience Ideal Emp Agy 79 Bway Hicks 731-5_40

KNITTER Wanted. Experienced in single knit, day and night. Kenwood Knitting Mills, 235 Little East Neck Rd., Babylon

LAB TECHNICIAN
Mid-Suffolk area, full-time. Call (212) 544-5400. 9-12 AM.

★

LAB TECHNICIAN-M/F
Knowledge of chemistry (college level). Neat, meticulous, desire to learn good working attitude. Previous experience not required. Willing to accept responsibilities. Send resume Box 140 3221 Newsday, Garden City, L.I.

LEGAL SECRETARY: EXPERIENCED LITIGATION, PART-FULL TIME, GARDEN CITY 741-3535.

LEGAL SECRETARY. Pleasant working conds. 5 Days. Huntington area EXPERIENCED ONLY. 368-7300

LIFEGUARD. Part Time. Mornings. Afternoons $3.00/hour. Nassau County Certification required. Immediate openings. YMCA 354-8335.

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MACHINIST—All around machinist 3-5 years experience, make set-ups and short runs, permanent position, company paid benefits, Syosset location, Call Mr. Harris, 364-9300.

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MACHINIST—Lathe and milling experience, short runs, benefits, permanent. Chase-Logeman Corp. 34 [illegible] Street, Hicksville, N.Y., 516-935-4710

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EXPERIENCED
GRINDER
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DAY NIGHT SHIFTS
Steady Heavy Overtime. Full benefits good starting salary. Ellanef Mfg Corp. Bohemia. 589-2440
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MACHINIST 1st class
Willing to learn and work on fixtures, dies, molds, etc. Steady employment [illegible] Universal Fasteners [illegible] St. Farmingdale [illegible]

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First class [illegible] to set up and operate [illegible] finishing machines [illegible] tolerances, high standards [illegible] Company paid benefits [illegible] opportunity for advancement [illegible] 328-3300 [illegible]
[illegible] INSTRUMENT
[illegible] Ave
[illegible] Hyde Park

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[illegible] Engine Lathes
[illegible] Milling Machines
[illegible] EQUIPMENT CORP
[illegible] Syosset [illegible]

MACHINIST [illegible] Operators [illegible]
[illegible]

MACHINIST [illegible] general [illegible] machine shop experience [illegible] and repair a wide variety of production machinery [illegible] Dzus Fastener Co.
An Equal Opportunity Employer

[illegible] will train [illegible] operating [illegible] machines [illegible]

MAINTENANCE: Full Time, work with owner. Rug cleaning, house cleaning, etc. 643-6144

MAINTENANCE PERSON
GOOD [illegible] GOOD BENEFITS
CA[illegible] 922-2100

MAINTENANCE PERSON. HANDY ALL AROUND. PART TIME STEADY. SUPPLEMENT PENSION 273-0020

MAINTENANCE person with extensive training and experience working on flat roofs. Starting salary $10,000 Liberal fringe benefits. Please submit resume and application to: Box No. 3230 Newsday, Garden City, L.I.

MAINTENANCE/Custodian Monday-Friday, 5:30 AM-2 PM. Salary open. Apply in Person, McDonald Restaurant, 1650 Front St., Uniondale. Between 2:30-4:00 PM Daily.

Maint handy clean/more	to $3.50
Elec MOTOR-MAINT/Factory	to $125
Drivers F/T to $2.75-P/T C13	$5.50
ABC Agcy 206 Petit Bellmore	785-3244

MANAGEMENT TRAINEES. Tired of rush hours? Tired of commuting? Work in the Babylon office. Metropolitan Life Insurance. Compensation up to $345 week. Call 661-3777 for an appointment. Mr. Martin.

MANAGEMENT Trainee $8,500, fee paid. Major retailer seeks High School grad 21+ for several training positions. Must have 6 months + any retail experience. Excellent opportunity for advancement. 485-5800 Career Placement Agency, 320 Fulton Ave., Hempstead.

★

MANAGEMENT TRAINEE
Large Financial Institutional needs Inside & outside Personnel to train for management positions. No experience. Excellent benefits, salary. Contact H. York 516 741-4333.

Mgmt. Trnee Chemical $18K F/Pd
NFI Agcy Gt Nk 107 N Blvd 482-1330

TOP JOB
MANAGEMENT TRAINEE
CHEMICAL SALES

If you are bright, aggressive & are highly motivated by a lot of money, you're the person I'm looking for.

I'll train you to earn $18K to 25K your first year in a recession-proof industry. Liberal draw vs high commission. No nights, no travel.

MR. GRANT (516) 546-2525

MANAGER Publishing field surpervise bookkeeping, circulation dept. Must be bright hardworking. Box No. 3250, Newsday, Garden City L.I.

MANAGER TRAINEES
Full time positions open in our housewares and unpainted furniture departments. Experienced only. Good working conditions. Apply in person
PERGAMENT DISCOUNT CENTER
3901 Hempstead Tpke. Bethpage

★

MANAGER or Assistant Short sleeve wanted for Italian fast food restaurant. With experience and references. Apply in person between the hour of 3 P/M to 4:30 P.M at 512 Route 110 in Huntington. Ask for Mr. Sbarro or Mr. Ford. For appointment call (516) 427-9693.

MANAGERS Assistant Managers-snack bar. National Firm has positions Nassau, Suffolk. Good salary, benefits. Have desire to work. Apply in person T.S.S. Restaurant 300 Peninsula Blvd., Hempstead. Between 9:30 am-1 pm

MANDEL Security Uniform Guard. Hempstead & Babylon area. Contact Paul Munk 212 [illegible] 1088. 9am-5pm.

MANICURIST: Experience necessary, weekends. Melville-Huntington area. 423-4848

MARINE Mechanics, teacher assistant, vocational program. Mercury expertise essential. 10 mo school yr. $5,560-$9,335. Call 549-4900, ext. 300

MECHANIC. Pharmaceutical, maintaining, setting up, troubleshooting in parmaceutical packaging and manufacturing machinery. Nassau County, full benefits. Send resume and salary requirements. Box No 3256 Newsday, Garden City, L.I.

MECHANIC Trainee. We will train, position open. Interviews btwn 4-5 PM, 1140 Motor Pkwy, Hauppauge.

MECHANICAL ASSEMBLER. Machine shop background, drivers license required. Provide own tools. Permanent. Franzel 334-6500.

★

MECHANIC Experienced. 5 years boilers, pumps and H.V.A.C. Suffolk location. Permanent position. Resume to P.O. Box 25_, Melville, N.Y. 11746

★

MECHANIC. For maintenance of S[illegible] Crane equipment with [illegible] motor generator experience. [illegible] motor control trouble [illegible] JFK Airport [illegible] weekdays 10 am-4 pm 212 [illegible]

MECHANICS (2) needed. Must have [illegible] inspect certificate [illegible]

MECHANICS Helper. Must have [illegible] & [illegible] experience. Over 18 years [illegible]

★

[illegible] Experience necessary [illegible] Must have [illegible] East Jericho [illegible]

[illegible] experienced [illegible] Doctors office [illegible] evenings

MEDICAL SECRETARY [illegible] salary [illegible] 5-9 PM

[illegible] years experience [illegible] Employment [illegible] Hempstead

[illegible] November [illegible] New warehouse [illegible] 421-2343

[illegible] NO FEE

[illegible] Saturday & [illegible]

[illegible] Part [illegible]

[illegible] steady [illegible] Good pay [illegible]

MODEL MAKER
[illegible] experienced [illegible] 3 years professional model making [illegible] per hour, 25 hours per [illegible] 9 AM-11 AM [illegible]

3-11 SAT & SUN
Recent extensive delivery room experience. Mid Nassau County area. Send resume to P.O. Box 298-CSB, [illegible] City, NY 11530

NURSE R.N.
O.R. Experience required. Bus [illegible] Part time 3-7 PM. Call [illegible] Fri. 9-5 PM, 742-3404

NURSE LPN $180
PECK PERSONNEL AGENCY
8243 Jericho Tpke Woodbury 367-4141

★

NURSE
RN 12-8 SHIFT ONLY
Must be licensed and exper'd for Psych Unit. Call Syosset Hospital. WA 1-7300

★

NURSE
RN 12-8 SHIFT ONLY
Must be licensed and exper'd for Psych Unit. Call Syosset Hospital WA 1-7300.

NURSES AIDES, L.P.N.'S & RN'S Home care assignments in Nassau & Suffolk. Call Olsten Care. 489-7300

NURSES AIDES H.H. AIDES
All areas, f/t or p/t, no fee ever
MRS PLANK 292-1107
NASSAU SUFFOLK HOME CARE

Nurses Aides Sleep-ins
TOP PAY ALL AREAS NO FEE
ALLEN AIDES AGCY 829-6630

NURSES – LPN'S – RN'S
Private Duty No Fees Top Pay
NASSAU & QUEENS
ALLEN AIDES AGCY [illegible]

NURSES. Nurses Aides, Home Health Aides & Orderlies Urgently Needed!
NASSAU 433-1106
SUFFOLK 724-0200

NURSES BABY NURSES
SUFFOLK COUNTY
NURSES AIDES RPN'S-LPN'S
SLEEP IN'S HOMEMAKERS
HOME HELP AIDES
724-5100

NURSES
R.N.'s-Experienced Only
I.C.U. 3-11 & 11-7
C.C.U. 3-11 & 11-7
Good salary and benefits
CONTACT: Nursing Office
Hempstead General Hospital
300 Front Street, Hempstead, NY 11550
(516) 560-9700
An Equal Opportunity Employer

★

OFFICE Assistant. Accustomed responsibility, several years experience necessary, busy telephone, good at figures, accurate typist, used to working under pressure. 8:30-5, salary open. Reply letter only: P&S Corp., 2284 Babylon Tpke., Merrick 11566.

OFFSET PLANT: Cutter, folder, combo, person. Experienced only. 746-6953.

OFFSET Press Operator, must run Multi 1250, Davidson 500. Some folding & letter press experience desirable, only those who have initiative & do high quality work need apply. 421-0690.

OFFSET Pressmen. Experienced only Chief 29 and 1250 multi. Permanent. 746-6956

OFFSET PRINTER, CHIEF 15 OR MULTI. FULL TIME. BENEFITS. 676-1240

OFFSET STRIPPER 2-3 YEARS EXPERIENCE. BLACK/WHITE. SOME COLOR. BENEFITS. 691-4438

OFFSET STRIPPER
FULL TIME DAYS
EXP. ONLY BARNEY 681-4400

★

OFFSET—Color Stripper. Part Time Plus Full time days, plus full time nights. Must be fully experienced. Ideal working conditions. 271 7000

OIL BURNER CLEAN-UP & SERVICE. FULL TIME. PER CALL BASIS. 485-1480.

OIL BURNER MECHANIC WITH OIL TRUCK DRIVING EXPER. PERMANENT. BENEFITS 334-7470

OIL BURNER Mechanic: Experienced only. Per call basis. Year round Day and night. (516) 357-3501, (212) 347 7322 weekdays 8-5 PM

OIL Burner Person, expd servicing cleaning, installing, oil delivering etc. #3 license. eves. (516) RO 6-3362

OIL BURNER Service Person modern steady exper'd. Benefits. Hempstead Utilities. 63 Sewell St. Hempstead.

★

OIL BURNER SERVICE PERSON: South Nassau. Experienced. Call Mr Frank. 432-7900

OIL BURNER
SERVICE PERSON
CALL WEEKENDS. 585-7900

OIL DRIVER Experienced Home Deliveries Nassau and Suffolk Counties steady [illegible] 4663

OPERATOR Safety Stitch and [illegible] experienced [illegible] [illegible] 15 [illegible]

OPERATORS [illegible] STEAMER, WILL TRAIN IF QUALIFIED. OAKDALE VIC. 567-[illegible]

[illegible]
Lexington Ave 557 [illegible]

[illegible] 861-4936

PAINT SALES-RETAIL
Full time permanent position, experience required, salary. Reply Box No. 3212 Newsday, Garden City L.I.

PAINTER—EXPERIENCED ALL AROUND. QUALITY WORKER ONLY 334-7763

PART TIME Graphotype Operator-Clerk. Permanent. Hrly wage. Melville Health Organization 420-1160

PART TIME Import department, tropical fish. 7 AM-Noon. $2.10 Hr. 261-7756

PART TIME Man, early AM newspaper delivery Huntington area. Small economy car needed. 261-8144

PART TIME Receptionist for Builders Sales office. Saturday and Sunday 10AM-5PM. Call 981-0700

PART TIME Receptionist. Small switchboard, light typing, assisting in sales dept. 1PM-5PM, 328-1100 Ext 67

PART Time Saleswoman. Dynamic personality. Office furniture. Salary. 796-2100

PART TIME typist billing and telephone experience necessary. $2.50 hour 433-8010 Atomic Development

PART TIME
Deliver Charles Chips to homes 2 or 3 full days a week. 8 AM to 4 PM. Guaranteed salary. 226-2233 before noon

PART TIME—FASHION COORDINATOR—Will train. 10 hours a week—$100 commission. Also earn beautiful wardrobe for yourself. Car & phone necessary. 775-6214 & 842-1028

★

PART TIME Telephone sales, publications/siding. $2.50 hourly + bonus. mornings, evenings. Patchogue. Seaford. 654-0093.

PARTS Department Assistant. Experienced for heavy duty trucks, contractors equipment. Call (516) 732-3555 for interview.

PARTY PLAN DEMONSTRATORS
HOUSEWIVES HUSBANDS
EARN EXTRA MONEY
Sell Christmas cards, toys, jewelry, gifts, facialwear, etc. Commissions, profits to 50%, no cost to try. Free sales kit. 822-4787

PASTE UPS
Full Time, Part Time, Afternoon, evenings. Newspapers, Magazines. Great Neck. Experience necessary. Call Mr. Fels. 516 487-8300

PERSONNEL COUNSELLOR GT NK
CALL MURRAY 482-1440

PERSONNEL COUNSELOR
TOP NOTCH RECRUITING AGENCY seeks established pro with experience placing EDP, financial or general management personnel. We offer OUTSTANDING compensation & future. Call in confidence:
MICHELLE JEFFERIES 929-9250

PERSONNEL
Personnel agency needs permanent typist 2-3 days per week. Must be adept with adding machine. Call for appointment.
Temporary No Fee
STAFF BUILDERS
99 RR Sta Plaza HICKS 935-2121

PHARMACIST Registered and experienced Jr. Oceanside area. 516—536-8563

PHOTO Portrait Sales. Experienced proof passer. Work in Studio only. Salary. Carol Studios. 599-1150

PICTURE FRAMER. Thoroughly experienced every phase. Huntington. 423-6010.

PIN CHASER. Assistant mechanic, experienced, full time nights. Ask for Roger. 599-1800.

PIPE FITTER—MACHINE SHOP
Minimum 7 years experience. Steady, heavy overtime, full benefits, good starting salary. Ellanef Mfg. Corp., Bohemia 589-2440.
An Equal Opportunity Employer

PIZZA MAKER. Bethpage. Good working conditions. 731-6_33 after 6 PM. From 10 AM-4 PM. CA 1-2734.

PIZZA Maker experienced $225 week. Plus benefits. Apply in person, 799 Old Country Rd. Plainview.

★

PLASTIC Injection molding Supervisor. Knowledgeable in mold setup and molding. Experienced. Responsible. Steady. Good salary. Benefits. Mineola. Call 746-3330.

PLASTICS Injection molding Foreman/Lady. All shifts open. 31 B Skidmore Rd., Deer Park

PLASTICS Injection Extruding Molding Machine Operator, Plainview. (516) 935-9100

PLUMBER, mechanic, steady work. South Shore. Good opportunity for right person. 825-7756

PORTER FLOOR WAXER EXPERIENCED PART TIME 6-10 P.M. WOODBURY AREA 516 420-8005

PORTER
Semi Retired 6 hours 5 days Factory & office cleaning. Paid vacations.
STRUTHERS ELECTRONICS
Farmingdale L.I. 516 420-9300

PORTERS
MACHINE SHOP
Day & Night [illegible]
Steady heavy overtime, full benefits, good starting salary. Ellanef Mfg. Corp. Bohemia 589-2440
An Equal Opportunity Employer

[illegible] and benefits. Glen Cove [illegible] 676-5329

[illegible] Science [illegible] between [illegible] and [illegible] days 294-1338.

MEN/WOMEN WITH CARS

The delivery of new NASSAU telephone directories is already in progress. If you are over age 18, have a car and can devote at least 4 hours a day, apply IMMEDIATELY 9 am-5 pm to:

FEDERAL DISTRIBUTING CORP
c/o BELLMORE AMERICAN LEGION POST #948
2700 [illegible] Street [illegible] N.Y.
Or
c/o [illegible] POST #1246
Atlantic & [illegible] Aves, Oceanside, N.Y.
Or
c/o [illegible]
[illegible] N.Y.
Or
c/o ADVERTISING DIST. OF AMERICA,
[illegible] N.Y.
Or
c/o AMERICAN LEGION POST #390
160 [illegible] Ave., Hempstead, N.Y.
NO PHONE CALLS PLEASE!
An equal opportunity employer

~~EXHIBIT "B"~~ R1

R+1

Re: Solboro Knitting Mill

October 5, 1974

Mr. Gastar Scacca:

We the undersigned have discussed your offer and have decided to withdraw our signatures.

We do not wish to be represented by the International Ladies Garment Workers Union.

Josephine V. O'Connell
Carmela Cacoperdo
Donna Moravec
Ana Nemec

EMPLOYEE'S OF SOLBORO KNITTING MILL , OAKDALE.

Id 2-19-75 P.R.

Rejected

Resp Ex 2 for R 1 c
fu 2/20/75

NATIONAL LABOR RELATIONS BOARD
REGION 29
16 Court Street
Brooklyn, New York 11201
Telephone 596-3535

January 13, 1975

RECEIVED
JAN 14 1975
RAINS, POGREBIN &

Local 107, International
Ladies' Garment Workers'
2 Shore Lane
Bay Shore, New York 11706

ATT: Gaspar Sciacca

RE: Soloboro Knitting Mills, Inc.
Case No. 29-CA-4058

Dear Sir:

The above-captioned case charging a violation under Section 8 of the National Labor Relations Act, as amended, has been carefully investigated and considered.

The investigation did not establish that Joyce Brown suffered any reduction of employment because of unlawful discrimination. Rather, the evidence adduced tended to establish that Brown's hours of work during the weeks following the Union's demand for recognition were not significantly different from the weeks before the demand when she also frequently worked less than full time. Further, it was noted that during her last week, at the end of which she voluntarily quit her employment, she worked 38 hours which was only one-half hour less than her longest week prior to the demand. Under these circumstances, Brown's hours of work did not appear to have been reduced because of any unlawful considerations. Accordingly, I am refusing to issue a complaint concerning the above allegation. The remainder of the charge is being processed further.

Pursuant to the National Labor Relations Board Rules and Regulations (Section 102.19) you may obtain a review of this action by filing an appeal with the General Counsel of the National Labor Relations Board, Washington, D. C. 20570, and a copy with me. This appeal must contain a complete statement setting forth the facts and reasons upon which it is based. The appeal must be received by the General Counsel in Washington, D. C. by the close of business on January 27, 1975. Upon good cause shown, however, the General Counsel may grant special permission for a longer period within which to file. A copy of any such request shoud be submitted to me. SEE NOTICE ATTACHED HERETO, (TO CHARGING PARTY ONLY).

Very truly yours,

Samuel M Kaynard

Samuel M. Kaynard
Regional Director

Registered Mail
Return Receipt Requested

CC: General Counsel
National Labor Relations Board
Washington, D.C. 20770

Soloboro Knitting Mills, Inc.
15 Pond Rd., Oakdale, New York 11769
ATT: Murray Harravy, Pres.

Rains, Pogrebin & Scher, Esqs.
210 Old Country Rd., Mineola, New York 11501
ATT: Martin H. Scher, Esq.

ILGWU, Office of the General Counsel
1710 Broadway, New York, New York 10019
ATT: Lester Kushner, Asst. Gen. Counsel

ILGWU, Office of the Ganeral Counsel
1710 Broadway, New York, New York 10019
ATT: Marilyn Zili, Esq.

Resp 3

Oct. 10, 1974 Tolboro Rug Mills
12:15 approx.

Conversation between Grace Riegolo and Murray Harkavy as witness by the undersigned:

I, Murray Harkavy, proceeded to the rear of the shop after hearing that Grace Riegolo was sitting with the employees who were at lunch. She had no authorization to enter the factory.

I asked her why she did not greet me when she came into the shop and what she was doing in the rear.

She stated that she was not bothering the girls - and with anger said "So get of my back"!

I asked her what right she had to enter the shop and stay in the rear. She stated she was connected with the shop.

I asked her to leave as she was not working at this time and had no authorization to remain in the factory.

She shouted "this is just what I wanted - You heard him girls - He asked me to leave." Then she stated "You just cooked your own goose".

I repeatedly stated that I'm not terminating her employment, but she was to leave, because she was not authorized to be there.

Murray Harkavy
Rita Harkavy
Mildred Eve
Julia Delfino
Josephine O'Connell
Carmela Cacoperdo
Richard Riley

MGMNYAT HSB
[illegible] 09/27/74
[illegible]
2123[illegible]000 [illegible] TDMT INWOOD NY 100 09-27 0424P EDT
ZIP 11760

WESTERN UNION Mailgram

192

Resp's Ex 4 ~~FOR ID~~ in Ev.
2/2/75

SOLBORO KNITTING
15 POND RD
OAKDALE NY 11760

DUE TO LATE DELIVERY WE ARE CANCELLING BALANCE DUE SWEATER BEE OF STYLE 1995 AND 1996 STOP NO GOODS WILL BE ACCEPTED AS OF 9/27/74
ARMIN GOLD SWEATER BEE

16:24 EDT

MGMNYAT HSB

193

AX5

11/4/72 WEEK ENDING

	NAME		HOURS SUN.	MON.	TUES.	WED.	THURS.	FRI.	SAT.	TOTAL HOURS	RATE	EARNINGS REGULAR	OVERTIME	OTHER
1	Philip Kilz	M	X	10½	10½	10	10	[illegible]	[illegible]	[illegible]	5.34	[illegible]	[illegible]	
2	Richard Kilz	M	X	10½	10½	10½	10½	[illegible]	X	[illegible]	5.25	275.12	[illegible]	
3	Gerd M. Eibe	M	X	5	6	8	9	[illegible]	X	40	[illegible]	1[illegible]		
4	Kate Niederschiefer	M	X	9	9	9	9	1	4	49	2.35	11[illegible]	11.[illegible]	
5	Marie Cordella	M	X	8	8	8	8		X	40	2.35	94.00		
6	Vigilio Parisi	[illegible]	X	9	9	9	9	9	4	49	2.35	115.15	10.[illegible]	
7	[illegible]		X	8	8	8	8	[illegible]	[illegible]	[illegible]	2.20	[illegible]	[illegible]	
8	Rose O. Connelly	M	X	9	9	8	9	[illegible]	[illegible]	48	2.25	108.00	9.00	
9	Margaret Williams	M	X	5½	5½	5½	5½	1½	X	27½	2.10	57.75		
10	[illegible]	[illegible]	X	8	8	8	8	[illegible]	X	40	1.85	[illegible]		
11	[illegible]	M	X	5	8	8	8		X	40	2.35	9[illegible].00		
12	Larry McCrary	[illegible]		2	2	2	X					9[illegible].00		
13	Carmela [illegible]	[illegible]	X	8	8	8	8	[illegible]	X	40	[illegible]	[illegible].00		
14	Josephine O'Connell	M	X	[illegible]	8	8	8		X	36	2.10	[illegible].60		
15	[illegible]	M										[illegible]	11.00	
16	Genevieve Z[illegible]		X	8	9	9	9	3	[illegible]	48	2.00	[illegible]	[illegible]	
17	John Kauffman	S	X	9	9	9	9	1	X	45	2.10	92.52	[illegible]	
18	Josie Maltogatti	M	X	4	4	4	4	4	4	24	2.35	56.00		
19	Alice McGrath	M	[illegible]	8	[illegible]	8	8	[illegible]	X	40	[illegible]	7[illegible]		
20	Pauline Staffieri	M	X	8	8	8	8	[illegible]	X	40	[illegible]	[illegible]		
21	Katherine Andrews	S	X	5	3	8	X	5	X	34	1.55	52.70		
22														
23														
24														
25	TOTALS											[illegible]	[illegible]	

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11/11/72 WEEK ENDING

	NAME			SUN.	MON.	TUES.	WED.	THU.	FRI.	SAT.	TOTAL HOURS	RATE	EARNINGS REGULAR	EARNINGS OVERTIME	EARNINGS OTHER
1	Philip Kilz				10½	10½	10½		[illegible]	10½	63	5.00	[illegible]	[illegible]	
2	Richard Kilz	M	1	x	10½	10½	10½	10½	10½	4	56½	5.25	[illegible]	43.31	
3	Gerd M. Eide	M	1	x	9	9	9	9	8	4	48	2.60	124.80	10.40	
4	Kate Niedermeier	M	C	x	9	8	9	9	9	4	48	2.50	120.00	10.00	
5	Marie Cardella	M	C	x	8	8	8	8	8	x	40	2.30	9[illegible].00		
6	Virginia Parisi	M		x	9	9	8	9	9	4	48	2.35	112.80	9.40	
7	Ana Nemen	③	1	x	8	7½	8	8	8	4	43½	2.10	91.[illegible]	4.[illegible]	
8	Rose D. Cicciarelli	M	C	x	9	8	9	9	9	4	48	2.25	108.00	9.00	
9	Margaret Whitman	M	C	x	5½	5½	5½	5½	5½	x	27½	2.10	57.75		
10	Marie Duckworth	M		x	8	5	4	8	8	x	36	1.95	70.20		
11	Theresa Triccoli	M	C	x	8	8	8	8	8	x	40	2.25	90.00		
12	Larry Hockaday	S	1		W	E	E	K					90.00		
13	Carmela Capperello	S		x	8	8	[illegible]	8	8	x	40	1.95	78.00		
14	Josephine McConnell	M		x	8	8	8	8	8	4	44	2.10	92.40	4.[illegible]	
15	~~[illegible]~~														
16	Genevieve Ziesorik	S	1	x	8	8	8	8	8		44	2.[illegible]	[illegible]	11.[illegible]	
17	John Kauffman	S	1	x	9	9	9	9	9	x	45	2.[illegible]	[illegible]	5.75	
18	Josie Maltagliati	M		x	4	4	4	4	4	x	30	2.[illegible]	45.00		
19	Alice McGrath	M	C	x	8	8	8	8	8	x	40	1.90	76.00		
20	Pauline Staffieri	M			8	5½	x		8	x	21½	1.90	40.[illegible]5		
21	Katherine Ambre	S			8	8	8	8	8	x	40	1.85	74.00		
22															
23															
24			x												
25													[illegible]	15	
	TOTALS														

R-5

195

11/16/52 WEEK ENDING →

R-5

	NAME		SUN.	MON.	TUES.	WED.	THURS.	FRI.	SAT.	TOTAL HOURS	RATE	EARNINGS REGULAR	EARNINGS OVERTIME	EARNINGS OTHER
			X	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	
1	Philip Kilt	[illegible]	y	[illegible]	10½	[illegible]	10½	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	
2	Richard Kilt	[illegible]	y	[illegible]	8	6	8	4	X	36	2.00	[illegible]		
3	Gerd M. Eide	[illegible]	y	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]		
4	Kate Niedermaier	[illegible]	y	[illegible]	8	8	8	8	[illegible]	[illegible]	2.35	[illegible]		
5	Marie Cardella	[illegible]	X	[illegible]	9	[illegible]	[illegible]	9	[illegible]	[illegible]	[illegible]	115.[illegible]	[illegible]	
6	Vigilia Parisi	[illegible]	[illegible]	8	[illegible]	[illegible]	8	8	4	44	[illegible]	[illegible]	[illegible]	
7	Ana Nemec	(3)	X	9	9	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	2.35	[illegible]	10.12	
8	Rose O. [illegible]	[illegible]	y	[illegible]	5½	5½	5½	[illegible]	x	[illegible]	[illegible]	[illegible]		
9	Margaret Whitman	[illegible]	X	8	8	8	8	8	x	40	[illegible]	[illegible]		
10	Marie Duckworth	[illegible]	x	8	8	[illegible]	8	8	x	40	[illegible]	90.00		
11	Theresa Tricarico	[illegible]	[illegible]									90.00		
12	Larry Harrow	[illegible]	x	8	8	8	8	8	[illegible]	40	1.85	[illegible]		
13	Carmela [illegible]	[illegible]	x	8	[illegible]	8	8	8	[illegible]	40	[illegible]	[illegible]		
14	Josephine O'Connell	[illegible]	y											
15	~~[illegible]~~	[illegible]	x	8	8	[illegible]	8	8	4	44	[illegible]	[illegible]	[illegible]	
16	Genevieve [illegible]	[illegible]	x	[illegible]	9	9	9	[illegible]	x	[illegible]	[illegible]	[illegible]	[illegible]	
17	John Kauffman	S	[illegible]	4	4	4	4	4	x	20	[illegible]	[illegible]		
18	Josie Meltaquati	M	x	8	8	8	8	8	x	40	[illegible]	[illegible]		
19	Alice McGeown	[illegible]	[illegible]	8	8	8	8	8	x	40	[illegible]	[illegible]		
20	Pauline Staffieri	[illegible]	x	8	8	8	8	8	x	40	[illegible]	74.00		
21	Katherine Andrews	S												
22														
23														
24		*												
25														
	TOTALS													

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11/25/32 WEEK ENDING

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	NAME	SUN.	[illegible]	[illegible]	[illegible]	WED.	[illegible]	[illegible]	SAT.	TOTAL HOURS	RATE	EARNINGS [illegible]	EARNINGS [illegible]	EARNINGS [illegible]
1	Philip Kilz	X		12	12	9	[illegible]		X	33	[illegible]	[illegible]	[illegible]	
2	Richard Kilz	Y		12	10	9	[illegible]		X	46	[illegible]	[illegible]	10 [illegible]	
3	Gerd M. Ehe	Y		8	8	8	H		X	32	2.10	[illegible]		
4	Kate Niedermeier	X		8	8	8	H			32	2.35	[illegible]		
5	Marie Cardella	X		8	8	8	H		X	32	2.35	[illegible]		
6	Julia Maier	X		8	8	8	H	X	X	32	2.35	75.20		
7	Ana Alexiec	X		8	8	7	H		X	31	2.10	65.10		
8	Rose A. Cou[illegible]	X		8	8	8	H		X	32	2.10	[illegible]		
9	Margaret [illegible]	X		5½	5½	5½	H		X	22	2.10	46.20		
10	Mabel D[illegible]	X		[illegible]	8	X	H		X	24	1.[illegible]	[illegible]		
11	Theresa Tr[illegible]			8	8	8	8H	X	X	32	2.25	72.00		
12	Larry Leckard			[illegible]	[illegible]	[illegible]	[illegible]					[illegible]		
13	Carmela [illegible]	X		8	8	8	H		X	32	1.[illegible]	[illegible]		
14	Josephine O'Keane	X		8	8	8	H8		X	32	2.10	67.20		
15	~~[illegible]~~	X												
16	Genevieve Z[illegible]	X		8	8	8	H		X	32	2.10	67.20		
17	John Kauffman	X		9	9	8	H	X	X	34	2.10	71.40		
18	Josie Militpanatti	X		4	4	4	4		X	16	2.25	36.00		
19	Alice McGrath	X		X	X	X	X		X					
20	Pauline Steffieri	X		8	8	X	X		X	16	1.90	30.40		
21	Katherine Andreik	X		8	8	X	X		X	16	1.[illegible]	[illegible]		
22														
23														
24														
25														
	TOTALS											[illegible]	[illegible]	

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12/2/72 WEEK ENDING

	NAME		SUN.	MON.	TUE.	WED.	THU.	FRI.	SAT.	TOTAL HOURS	RATE	EARNINGS REGULAR	EARNINGS OVERTIME	EARNINGS OTHER
1	Philip Kile	11	x	8	8	8	8	8	x	[illegible]	[illegible]	100.00		
2	Richard Kile	1	x	9½	9½	9½	[illegible]	9½	x	47½	5.35	[illegible]	19.[illegible]8	
3	Gerd Al Eide	1	x	8	7	8	8	7	x	38	2.00	75.80		
4	Kate Niederdrieer	11	x	8	8	8			x	40	2.50	100.00		
5	Maria Cordella	11	x	8	8	8	8	8	x	40	2.35	94.00		
6	Viquia Pecki	1	x	8	8	8	8	8	x	40	2.35	94.00		
7	Ana Alerez	(3)	~~x~~	~~8~~	~~8~~	~~8~~	~~8~~	~~8~~	~~x~~	~~40~~	~~2.50~~	~~100.00~~		
8	Rose O. Connelly	11	x	8	8	8	8	8	x	40	2.30	92.00		
9	Margaret Whitland	11	x	5½	5½	5½	5½	5½	x	27½	2.10	57.75		
10	Minnie Dickinson	1	x	8	x	8	8	8	x	32	1.95	62.40		
11	Theresa Trivino	11	x	8	8	8	8	8	x	40	2.25	90.00		
12	Larry McCravy	(S)		weekly								72.00		
13	Carmela Copeland	(3)	x	8	x	8	8	8	x	32½	1.95	[illegible]		
14	Josephine O'Connell	1	x	8	8	8	8	8	x	40	2.10	84.00		
15	~~[illegible]~~	11												
16	Genevieve Ziesowski		x	8	8	8	8	8	x	40	2.10	84.00		
17	John Kauffman	S	x	9	9	9	9	9½	x	43½	2.10	91.35	3.01	
18	Josie Maltagliati	11	x	4	4	4	4	4	x	20	2.25	45.00		
19	Alice McGrath	11	x	8	8	8	8	8	x	40	1.90	76.00		
20	Pauline Staffieri	1	x	8	8	8	8	8	x	40	1.90	76.00		
21	Katherine Andrews	S	x	8	8	x	8	8	x	32	1.85	59.20		
22														
23														
24														
25	TOTALS											14[illegible]		

12/9/72 WEEK ENDING

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	NAME		SUN.	MON.	TUES.	WED.	THURS.	FRI.	SAT.	TOTAL HOURS	RATE	EARNINGS REGULAR	EARNINGS OVERTIME	EARNINGS OTHER
1	Philip Kile	M	x	[illegible]	9½	9½	9½	[illegible]	x	46	5.00	[illegible]	15.00	
2	Richard Kile	M	x	9½	9½	9½	9½		x	46	5.25	[illegible]	15.75	
3	Gerd M. [illegible]	M	x	8	5½	5		5½	x	27	2.00	[illegible]		
4	Kate Niedermeier	M		8	8	8	8		x	40	2.50	100.00		
5	Marie C[illegible]	M		8	8	8	8		x	40	2.25	90.00		
6	Vigilia Parisi	M	x	8	8	8	8	7	x	39	2.35	91.65		
7	Ana Nemec	(3)		[illegible]	8	8½	5	[illegible]	x	34	2.55	87.[illegible]		
8	Rose O. C[illegible]		x											
9	Margaret Whitman	M	x	[illegible]	5½	8½	5½	5½	x	29½	2.10	[illegible]		
10	Marie D[illegible]		x	x	x	8	8		x	24	1.45	[illegible]		
11	Theresa T[illegible]	M	x	8	8	8	8	8	x	40	2.25	90.00		
12	Larry M[illegible]	E		[illegible]	[illegible]	[illegible]	[illegible]					72.00		
13	Carmela [illegible]	E	x	8	8	x	x		x	16	1.45	31.70		
14	Josephine O'Connell	M			8	8	8		x	40	2.10	84.00		
15	~~Mary [illegible]~~	M												
16	Genevieve [illegible]				8	8	8		x	40	2.12	[illegible]		
17	John K[illegible]	S		7	x	x	x		x	7	2.12	14.70		
18	Josie Malt[illegible]ti	M		4	4	4	4	x	x	16	2.25	35.00		
19	Alice McGrath	M		8	x	x	x		x	8	1.90	15.[illegible]		
20	Pauline St. [illegible]	M			x	x	x		x					
21	Katherine Andrews	S			x	x	x		x					
22														
23														
24														
25														
	TOTALS											[illegible]	[illegible]	

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12/16/72

R-5

	NAME
1	Philip Kilz
2	Richard Kilz
3	Gerd M. Eide
4	Kate Niedermeier
5	Marie Cardella
6	Virginia Parisi
7	Ana Nemec
8	Rose A. Connolly
9	Margaret Whitman
10	Marie Duckworth
11	Theresa Trimarco
12	Larry Harkavy
13	Carmela [illegible]
14	Josephine O'Connell
15	~~[illegible] A. [illegible]~~
16	Genevieve Zesorak
17	John Kauffman
18	Josie Maltagliati
19	Alice McGrath
20	Pauline Stoffieri
21	Katherine Andrews
22	
23	
24	
25	
	TOTALS

HOURS							TOTAL HOURS	RATE	EARNINGS		
SUN.	MON.	TUES.	WED.	THURS.	FRI.	SAT.			REGULAR	OVERTIME	OTHER
x	[illegible]	9	6	8	7	x	39	5 00	195 00		
x	[illegible]	8	8	8	8	x	40	5 [illegible]	[illegible] 00		
x	[illegible]	x	7	4	4	x	24	2 60	[illegible]		
x	3	7	8	7	x	x	25	2 50	62 50		
x	8	7½	8	8	7	x	38½	2 35	9[illegible]		
x	[illegible]	7	8	8	7	x	38	2 3[illegible]	87 [illegible]		
x	x	x	x	x	x	x					
x	[illegible]	4 25	x	x	x	x	12 25	2 25	27 56		
x	[illegible]	5½	5½	5½	x	x	22	2 [illegible]	[illegible]		
x	[illegible]	x	x	8	7	x	15	1 95	29 [illegible]		
x	Thursday		7	6	x	x	25	2 [illegible]	50 [illegible]		
	[illegible]								[illegible]		
x	8	7½	8	x	x	x	23½	1 95	45 [illegible]		
x	8	7½	8	8	7	x	38½	2 12	81 6[illegible]		
x	[illegible]	7½	8	8	7	x	38½	2 20	8[illegible] 55		
x	4	4	4	4	x	x	16	2 25	36 00		

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12/23/72 WEEK ENDING

NAME

Philip Kilz
1 Richard M. Eide
2 Gerd Niedermeier
3 Kate Cardella
4 Marie Parisi
5 Vquila Nemec
6 Ana A. Connell
7 Rose A. Whitman
8 Margaret Duckworth
9 Marie Tricarico
10 Theresa Hockavy
11 Larry Applebaum
12 Carmela O'Connell
13 Josephine ~~[illegible]~~ Deborah
14 ~~[illegible]~~
15 Genevieve Kauffman
16 John Maltagliati
17 Josie McGrath
18 Alice McGrath Staffieri
19 Pauline Staffieri Andrews
20 Katherine Andrews
21
22 TOTALS
23
24
25

(3)

TOTAL HOURS	RATE	EARNINGS REGULAR
36	5.00	180.00
40	5.00	212.00
16	2.25	41.00
36	2.25	92.10
35½	2.05	53.18
32	2.35	75.20
	2.25	75.70
35	2.10	39.40
19	1.85	22
12	2.00	36.00
16		42
	1.60	42.50
24	2.10	67.20
33		61.45
29½	2.00	
	2.25	36.00
16		

100

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	NAME			SUN.	MON.	TU.	TOTAL WAGES	SOC. SEC.	U.S. WITH. TAX	STATE WITH. TAX
1	Philip Kilz	11		x	8	8				
2	Richard Kilz	11		x	8					
3	Gerd M. Eide	11	6	x	6½					
4	Kate Niedermeier	11	6	x	8					
5	Marie Cardella	11		x	8					
6	Virginia Parisi	11		x	8					
7	Ana Nemec	(3)	1		x					
8	Rose A. Connelly	11		x	8	4				
9	Margaret Whitman	11		x	5½					
10	Marie Duckworth	11	2	x	x					
11	Theresa [illegible]	11			7½					
12	Larry [illegible]	5			W					
13	Carmela [illegible]	(3)		x	8					
14	Josephine O'Connell	11	5	x	8					
15	~~[illegible]~~	11	1							
16	Genevieve Zabickak			x	8					
17	John Kauffman	5	1							
18	Josie Malgamati	11		x	4					
19	Alice McGrath	11	6							
20	Pauline Staffieri	11								
21	Katherine Andrews	5	1							
22										
23										
24		x								
25										
	TOTALS									

CUMULATIVE TOTALS

BEST COPY AVAILABLE

202

12/30/72 WEEK ENDING

	NAME		HOURS							TOTAL HOURS	RATE	EARNINGS		
			[illegible]	[illegible]	TUES.	WED.	THURS.	FRI.	SAT.			REGULAR	OVERTIME	OTHER
1	Philip Kilz	11									240—			
2	RICHARD KILZ	11												
3	GERD M. EIDE	11												
4	KATE NIEDERMEIER	11												
5	MARIE CARDELLA	11												
6	VIGILIA PARISI	11												
7	ANA NEMEC	③												
8	ROSE A. CONNELLY	11												
9	Margaret Whitman	11												
10	MARIE DUCKWORTH	11												
11	THERESA TRICARICO	11												
12	LARRY HACKAVY	⑤												
13	CARMELA COPERCARO	⑤												
14	JOSEPHINE O'CONNELL	11												
15	~~[illegible]~~													
16	GENEVIEVE ZIEBORAK													
17	JOHN KAUFFMAN	S												
18	JOSIE MALTAGLIATI	11												
19	ALICE McGRATH	11												
20	PAULINE STAFFIERI	11												
21	KATHERINE ANDREWS	S												
22														
23														
24														
25														
	TOTALS													

R-5

BEST COPY AVA

203

8/4/73

		M T W TH F			
PHILIP KILZ	2 M	8 8 8 8 8	40	525	210-
RICHARD KILZ	4 M	8 8 8 8 8	40	550	220-
GERD M. EIDE	0 M	X X X X X			
KATE NIEDERMEIER	0 M	8 8 8 8 7	39	260	101 4
MARIE CARDELLA	0 M	8 8 8 8 8	40	245	98-
VIRGINIA PARISI	2 M	X X X X X			
AVA NEMEC	1 S	6 6 6 6 6	30	220	66 00
ROSE A. CONNOLLY	0 M	X X X X X			
MARGARET WHITMAN	0 M	X X X X X			
MARIE DUCKWORTH	2 M	8 8 8 8 8	40	205	82-
THERESA TRICARICO	0 M	8 8 8 8 8	40	235	44-
LARRY HARKAVY	1 S	WEEKLY			45-
CARMELA CAPPERDO	2 S	8 8 8 8 X	32	205	65 60
JOSEPHINE O'CONNELL	5 M	8 8 8 8 8	40	230	92 00
JOHN KAUFFMAN	1 S	8 8 8 7 8	39	220	85 [illegible]
JOSIE MALTAGHATI	2 M	4 4 4 4 4	20	235	47-
ALICE McGRATH	0 M	X X X X X			
PAULINE STACKIERI	0 M	X X X X X			
JOSEPHINE BENZ	1 M	X X X X X			
VICTORIA LOCICERO	1 S	X X X X X			
DEBBIE HARKAVY	1 S	WEEKLY			74-
HELEN RYAN	0 S	8 8 8 8 8	40	2-	80-
SUSAN KILZ	0 S	8 8 8 8 8	40	190	76-
ALEX PARISI	2 M	8 8 8 8 8	40	245	98-

RX 6

8/11/73

			M	T	W	Th	F			
Philip Kilz	2	M	8	8	8	4	8	36	525	189 -
Richard Kilz	4	M	8	8	8	8	8	40	550	220 -
Gerd M. Eide	0	M	x	x	x	x	x			
Kate Niedermeier	0	M	8	8	8	8	8	40	260	104 -
Marie Carlella	0	M	8	8	8	x	x	24	245	58 80
Virginia Parisi	2	M	x	x	x	x	x			
Ava Nemec	1	S	6	6	6	6	6	30	220	66 -
Rose A. Connolly	0	M	x	x	x	x	x			
Margaret Whitham	0	M	x	x	x	x	x			
Marie Duckworth	2	M	8	8	8	8	8	40	205	82 -
Theresa Tricarico	0	M	8	8	8	7	8	39	235	91 65
Larry Harkavy	1	S	Weekly							95 -
Carmela Crosetto	1	S	8	8	8	8	8	40	205	82 -
Josephine O'Connell	5	M	8	8	8	8	8	40	230	92 -
John Kauffman	1	S	8	7½	8	8	8	39½	220	86 90
Rosie Maltagliati	2	M	4	4	4	4	4	20	235	47 -
Alice McGrath	0	M	x	x	x	x	x			
Pauline Staffieri	0	M	x	x	x	x	x			
Josephine Benz	1	M	x	x	x	x	x			
Victoria Locicero	1	S	x	x	x	x	x			
Debbie Harkavy	1	S	Weekly							74 -
Helen Ryan	0	S	8	8	8	8	8	40	2-	80 -
Susan Kilz	0	S	8	8	8	8	8	40	195	78 -
Alex Parisi	2	M	8	8	8	8	8	40	245	98 -

AX6

8/18/73

			M	T	W	Th	F			
Philip Kilz	2	M	8	8	8	8	8	40	526	210-
Richard Kilz	4	M	8	8	8	8	8	40	550	220-
Gerd M. Eide	0	M	~~8~~	~~8~~	~~8~~	~~8~~	~~8~~	~~35~~	~~250~~	
Kate Niedermeier	0	M	8	8	8	6	8	38	260	98 8
Marie Cardella	0	M	8	8	8	8	8	40	245	98-
Vigilia Parisi	2	M	X	X	X	X	X			
Ava Nemec	1	S	6	6	6	6	6	30	220	66-
Rose A. Connolly	0	M	X	X	X	X	X			
Margaret Whitman	0	M	X	X	X	X	X			
Marie Duckworth	2	M	7½	8	8	8	8	39½	205	80 9
Theresa Tricarico	0	M	8	8	8	8	8	40	235	94-
Larry Harkavy	1	S	Weekly							75
Carmela Croperdo	2	S	7½	8	8	8	8	39½	205	80 9
Josephine O Connell	0	M	8	8	8	8	8	40	230	92-
John Kauffman	1	S	8	8	8	8	8	40	220	88-
Josie Mattaliano	2	M	4	4	4	4	4	20	235	47-
Alice McGrath	0	M	X	X	X	X	X			
Pauline Staffieri	0	M	X	X	X	X	X			
Josephine Benz	1	M	X	X	X	X	X			
Victoria Locicero	1	S	X	X	X	X	X			
Debbie Harkavy	1	S	Weekly							74-
Helen Ryan	0	S	8	8	8	8	8	40	205	82-
Susan Kilz	0	S	8	8	8	8	8	40	195	78-
Alex Parisi	2	M	8	8	8	8	8	40	245	98-

AX6

8/25/73

				M	T	W	TH	F			
1	PHILIP KILZ	2	M	8	8	8	8	8	40	525	210-
2	RICHARD KILZ	4	M	8	8	8	8	8	40	550	220-
3	GERD M. EIDE	0	M	X	X	X	X	X			
4	KITTI MEYERMEIER	2	M	8	8	8	8	8	40	260	104-
5	MARIE CARDELLA	0	M	8	8	8	8	8	40	245	98-
6	VIRGINIA PARISI	2	M	X	X	X	X	X			
7	AVA NEMEC	1	S	6	6	6	6	6	30	220	66 00
8	ROSE A. CONNOLLY	0	M	X	X	X	X	X			
9	MARGARET WHITHAV	0	M	X	X	X	X	X			
10	MARIE DUCKWORTH	2	M	8	8	8	8	8	40	205	82 00
11	THERESA RICARICO	0	M	8	8	8	8	8	40	235	94 00
12	LARRY HARAWY	1	S	weekly							95 00
13	CARMELA CROPERDO	7	S	8	8	8	8	6	38	205	77 90
14	JOSEPHINE O'CONNELL	5	M	8	8	8	8	8	40	230	92 00
15	JOHN KAUFFMAN	1	S	8	8	8	7¼	8	39¼	220	86 50
16	[illegible]	2	M	4	4	4	4	4	20	235	47 00
17	ALICE McGRATH	0	M	X	X	X	X	X			
18	PAULINE SIVIERI	0	M	X	X	X	X	X			
19	JOSEPHINE BENE	1	M	X	X	X	X	X			
20	VICTORIA LOCICERO	1	S	X	X	X	X	X			
21	DEBBIE HACKAVU	1	S	weekly							74 00
22	HELEN RYAN	0	S	8	8	8	8	8	40	205	82 00
23	SUSAN KILZ	0	S	8	8	8	8	8	40	195	78 00
24	ALEX PARISI	2	M	8	8	8	8	8	40	245	98 00

Px6

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9/1/73

			M T W Th F			
PHILIP KILZ	2	M	8 8 8 8 8	40	525	
RICHARD KILZ	4	M	8 8 8 8 8	40	500	
GERD M. EIDE	0	M	X X X X X			
KATE [illegible]	2	M	8 8 8 8 4	36	260	
MARIE CARDELLA	0	M	8 8 6 8 8	38	245	
VIGINIA PARISI	2	M	X X X X X			
AVA NEMEC	1	S	6 6 6 6 6	30	220	
ROSE A. CONNOLLY	0	M	X X X X X			
MARGARET WHITMAN	0	M	X X X X X			
MARIE DUCKWORTH	2	M	8 8 6 X X	22	205	
THERESA TRICARICO	2	M	8 8 6 8 8	38	235	
LARRY HARKAVY	1	S	weekly			
CARMELA CAOPERDO	2	S	8 8 6 8 8	38	205	
JOSEPHINE O'CONNELL	0	M	8 8 8 8 8	40	230	
JOHN KOUFFMAN	1	S	8 8 8 8 8	40	220	
JOSIE [illegible]	2	M	X X 4 4 4	12	235	
ALICE MEYROTTA	0	M	X X X X X			
PAULINE STAFFIERI	0	M	X X X X X			
JOSEPHINE BENZ	1	M	X X X X X			
VICTORIA LOCICERO	1	S	X X X X X			
DEBBIE HARKAVY	1	S	Weekly			
HELEN RYAN	0	S	8 8 8 8 8	40	205	
SUSAN KILZ	0	S	8 8 8 8 8	40	195	
ALEX PARISI	2	M	8 8 8 8 8	40	245	

RX6

208 9/8/73

			M T W TH F			
Philip Kilz	2	M	H8 8 8 8 8	40	525	210-
Richard Kilz	4	M	H8 8 8 8 8	40	550	220-
Gerd M. Eide	0	M	x x x x x			
Kate [illegible]	0	M	H8 8 8 8 8	40	260	104.00
Marie Cardella	0	M	H8 8 8 8 8	40	245	98.00
Virginia Parisi	2	M	x x x x x			
Iva Nemec	1	S	H6 6 6 6 6	30	220	66.00
Rose A. Connolly	0	M	x x x x x			
Margaret Whitman	0	M	x x x x x			
Marie Duckworth	2	M	x 8 x x x	8	205	16.40
Theresa Tricarico	0	M	x x x x x			
[illegible] Harkavy	1	S	weekly			95-
Carmela Caloperdo	7	S	H8 8 8 8 8	40	205	82-
Josephine O'Connell	5	M	H8 8 8 8 8	40	230	92.00
John Kauffman	1	S	H8 8 5½ 5 5½	32	220	70.40
[illegible]	2	M	H4 4 4 4 4	20	235	47-
Alice McGrath	0	M	x x x x x			
Pauline Staffieri	0	M	x x x x x			
Josephine Benz	1	M	x x x x x			
Victoria Locicero	1	S	x x x x x			
Debbie Harkavy	1	S	x x x x x			
Helen Ryan	0	S	H8 8 8 8 8	40	205	82-
Susan Kilz	0	S	x x x x x			
Alex Parisi	2	M	H8 8 8 8 8	40	245	98-

RX6

209 9/15/73

			M	T	W	TH	F			
PHILIP KILZ	2	M	8	8	8	8	8	40	515	21
RICHARD KILZ	4	M	8	8	8	8	8	40	550	22
GERD M. EIDE	0	M	X	X	X	X	X			
KITE [illegible]	0	M	8	8	8	8	8	40	260	10
MARIE CARDELLA	0	M	8	8	8	8	8	40	245	4
VIRGINIA PARISI	2	M	X	X	X	X	X			
AVA NEMEC	1	S	6	6	6	6	6	30	220	6
ROSE A. CONNOLLY	0	M	X	X	X	X	X			
MARGARET WHITMAN	0	M	X	X	X	X	X			
MARIE DUCKWORTH	2	M	X	X	X	X	X			
TERESA [illegible]	0	M	8	8	8	8	8	40	235	[illegible]
LORRO HARKWY	1	S	weekly							[illegible]
CARMELA PROPERZO	2	S	8	8	8	8	8	40	215	5
JOSEPHINE O'CONNELL	5	M	8	8	X	X	X	16	230	3
JOHN KAUFFMAN	1	S	Sh	Sh	Sh	Sh	Sh	27½	220	6
[illegible]	2	M	4	4	4	4	4	20	235	[illegible]
ALICE MCGRATH	0	M	X	X	X	X	X			
PAULINE STAFFIERI	0	M	X	X	X	X	X			
JOSEPHINE BENZ	1	M	X	X	X	X	X			
VICTORIA LOCICERO	1	S	X	X	X	X	X			
DEBBIE HARKAVY	1	S	X	X	X	X	X			
HELEN RYAN I	0	S	8	8	8	8	8	40	205	3
SUSAN KILZ	0	S	X	X	X	X	X			
ALEX PARISI	2	M	8	X	8	8	X	24	245	5

AX6

210 9/02/73

			M	T	W	Th	F			
Philip Kilz	2	M	8	8	8	8	8	40	525	210-
Richard Kilz	4	M	8	8	8	8	8	40	530	[illegible]-
Gerd M. Eide	0	M	~~8~~	~~8~~	~~8~~	~~8~~	~~8~~	~~33~~	~~230~~	[illegible]-
Kate [illegible]	0	M	8	x	8	6	8	30	260	78-
Marie Cardella	0	M	8	8	8	8	8	40	245	98-
Vigilia Parisi	2	M	x	x	x	x	x			
Ava Nemec	1	S	6	6	6	6	6	30	220	66-
Rose A. Connolly	0	M	x	x	x	x	x			
Margaret [illegible]	0	M	x	x	x	x	x			
Marie Duckworth	2	M	x	x	x	x	x			
Theresa [illegible]	0	M	8	8	4½	7½	4	32	235	75 20
Larry Harkavy	1	S	weekly							45-
Carmela [illegible]	7	S	8	8	8	8	8	40	215	[illegible]-
Josephine O'Connell	5	M	8	8	8	8	8	40	230	92-
John Kauffman	1	S	5½	5½	5½	5½	5½	27½	220	60 50
Josie [illegible]	2	M	4	4	4	x	4	16	235	[illegible]
Alice [illegible]	0	M	x	x	x	x	x			
Pauline [illegible]	0	M	x	x	x	x	x			
Josephine Bene	1	M	x	x	x	x	x			
Victoria Locicero	1	S	x	x	x	x	x			
Debbie Harkavy	1	S	x	x	x	x	x			
Helen Ryan	0	S	8	8	8	8	8	40	205	82-
Susan Kilz	0	S	x	x	x	x	x			
Alex Parisi	2	M	8	8	8	8	8	40	245	98-

Rx6

211 9/29/73

			M	T	W	TH	F			
PHILIP KILZ	2	M	8	8	8	x	x	24	525	126-
RICHARD KILZ	4	M	8	8	8	x8	x8	40	550	220-
GERD M. EIDE	0	M	x	x	x	x	x			
KATE [illegible]	0	M	8	8	8	x	x	24	260	624
MARIE CARDELLA	0	M	8	8	8	x	x	24	245	588
VIRGILIA PARISI	2	M	x	x	x	x	x			
AVA NEMEC	1	S	6	6	6	x	x	18	220	396
ROSE A. CONNOLLY	0	M	x	x	x	x	x			
MARGARET WHIT[illegible]	0	M	x	x	x	x	x			
MARIE DUCKWORTH	2	M	x	x	x	x	x			
THERESA [illegible]	0	M	8	7½	7½	x	x	23	235	54
LARRY HARKAVY	1	S	weekly							75-
CARMELA [illegible]	7	S	8	8	8	x	x	24	205	49.2
JOSEPHINE O'CONNELL	0	M	8	8	8	x	x	24	230	55.2
JOHN KOFFMAN	1	S	5½	5	5½	x	x	16	220	35.2
JOSIE [illegible]	2	M	x	4	4	x	x	8	235	18.8
[illegible]	[illegible]	[illegible]	x	x	.	.	x			
PAULINE STAFFIERI	0	M	x	x	x	x	x			
JOSEPHINE BENZ	1	M	x	x	x	x	x			
VICTORIA LOCICERO	1	S	x	x	x	x	x			
DEBBIE HARKAVY	1	S	x	7	x	x	x			
HELEN RYAN I	0	S	8	8	8	x	x	24	205	49.2
SUSAN KILZ	0	S	x	x	x	x	x			
ALEX PARISI	2	M	8	8	6½	x	x	22½	245	55.1

Rx6

212

10/6/73

		M	T	W	Th	F			
Philip Kilz	2 M	8	8	8	8	8	40	525	210 -
Richard Kilz	4 M	8	8	8	8	8	40	550	220 -
Gerd M. Eide	0 M	x	x	x	x	x			
Kate [illegible]	3 M	8	8	8	8	8	40	260	104 -
Marie Cardella	0 M	8	8	8	8	8	40	245	98 -
Virginia Parisi	2 M	x	x	x	x	x			
Ava Nemec	1 S	6	6	6	6	6	30	220	66 -
Rose A. Connolly	0 M	x	x	x	x	x			
Margaret Whitman	0 M	x	x	x	x	x			
Marie Duckworth	2 M	x	x	x	x	x			
Theresa Tricarico	0 M	8	7½	8	7½	8	39	235	91 65
Larry Harkow	1 S	Weekly							75 -
Carmela Cuoperdo	7 S	8	8	8	8	8	40	215	86 -
Josephine O'Connell	5 M	8	8	8	8	8	40	230	92 -
John Kauffman	1 S	5½	5½	5½	5½	5½	27½	220	60 50
Josie [illegible]	2 M	4	4	4	4	4	20	235	47 -
Alice [illegible]	[illegible] M	x	x	x	x	x			
Pauline Staffieri	0 M	x	x	x	x	x			
Josephine Bene	1 M	x	x	x	x	x			
Victoria Locicero	1 S	x	x	x	x	x			
Debbie Harkavy	1 S	x	x	x	x	x			
Helen Ryan	0 S	8	8	8	8	8	40	205	82 -
Susan Kilz	0 S	x	x	x	x	x			
Alex Parisi	2 M	8	8	8	8	8	40	245	95 -

RX6

273

10/13/73

			M	T	W	TH	F			
PHILIP KILZ	2	M	8	8		8	8	40	525	230
RICHARD KILZ	4	M	8	8	8	8	8	40	550	220
GERD M. EIDE	0	M	X	X	X	X	X			
KATI NIEDERMEIER	2	M	8	8	8	8	7	39	260	10
MARIE CARDELLA	0	M	8	8	8	8	9	39	245	95
VIRGINIA PARISI	2	M	6	6	6	6	X	24	220	52
ANN VENEC	1	S	X	X	X	X	X			
ROSE A. CONNOLLY	0	M	X	X	X	X	X			
MARGARET WHITEHAND	0	M	X	X	X	X	X			
MARIE DUCKWORTH	2	M	X	X	8	8	8	24	235	50
PIER LATRICRICO	0	M	Weekly							45
LARRY HARVEY	1	S	8	8	5	7½	8	37½	60	89
CARMELA CALOPERDO	7	S	8	8	8	8	8	40	230	42
JOSEPHINE O'CONNELL	5	M	5½	5½	5½	5½	5½	27½	220	60
JOHN KAUFFMAN	1	S	4	4	4	4	X	16	235	37
JOSIE MALTINATI	2	M	X	X	X	X	X			
[illegible]	0		X	X	X	X	X			
PAULINE STAFFIERI	0	M	X	X	X	X	X			
JOSEPHINE GENE	1	M	X	X	X	X	X			
VICTORIA LOCICERO	1	S	X	X	X	X	X			
DEBBIE HACKARD	1	S	8	8	8	8	8	40	205	57
HELEN RYAN	0	S	X	X	X	X	X			
SUSAN KILZ	0	S	8	8	8	8	8	40	245	98
ALEX PARISI	2	M								

Rx6

214 10/20/73

			M	T	W	Th	F			
PHILIP KILZ	2	M	8	8	8	8	8	40	5¼	210 -
RICHARD KILZ	4	M	8	8	8	8	8	40	5½	220 -
GERD M. EIDE	0	M	X	X	X	X	X			
KATE NIEDERMEIER	0	M	8	8	8	4	X	28	260	7280
MARIE CARDELLA	0	M	X	X	X	X	X			
VIGINA PARISI	2	M	X	X	X	X	X			
AVA NEMEC	1	S	6	6	6	6	X	24	220	5280
ROSE A. CONNOLLY	0	M	X	X	X	X	X			
MARGARET WHITMAN	0	M	X	X	X	X	X			
MARIE DUCKWORTH	2	M	X	X	X	X	X			
THERESA TRICARICO	0	M	7¼	X	X	X	X	7¼	235	1764
LARRY HARKAVY	1	S	Weekly							95 -
CARMELA CROPERDO	7	S	8	8	6	6	X	28	215	6020
JOSEPHINE O'CONNELL	5	M	8	8	6	6	8	36 (40)	230	92 -
JOHN KAUFEMAN	1	S	5½	5½	5½	5½	8	30	220	66 -
JOSIE MALTAGHATI	2	M	X	X	X	X	X			
ALICE MCGRATH	0	M	X	X	X	X	X			
PAULINE STAFFIERI	0	M	X	X	X	X	-			
JOSEPHINE BENZ	1	M	X	X	X	X	X			
VICTORIA LOCICERO	1	S	X	X	X	X	X			
DEBBIE HARKAVY	1	S	X	X	X	X	X			
HELEN RYAN I	0	S	8	8	8	8	8	40	205	82 -
SUSAN KILZ	0	S	X	X	X	X	X			
ALEX PARISI	2	M	6½	8	8	4	X	26½	245	6492

Rx6

10/25/73

			M	T	W	TH	F			
PHILIP KILZ	2	M	8	8	8	8	8	40	510	2
RICHARD KILZ	4	M	8	8	8	8	8	40	500	2
GERD M. EIDE	0	M	X	X	X	X	X			
KATE NIEDERMEIER	0	M	X	X	8	4	X	12	260	3
MARIE CARDELLA	0	M	X	X	7	6	8	21	245	5
VIRGINIA PARISI	2	M	X	X	X	X	X			
[illegible]INA NEMEC	1	S	6	6	6	8	6	3[illegible]	220	1
ROSE A. CONNOLLY	0	M	X	X	X	X	X			
MARGARET WHITMAN	0	M	X	X	X	X	X			
MARIE DUCKWORTH	2	M	X	X	X	X	X			
TERESA TRICARICO	0	M	X	X	6	8	8	22	235	5
LARRY HARKAVY	1	S	weekly							7
CARMELA C[illegible]OPERDO	7	S	X	X	X	X	X			
JOSEPHINE O'CONNELL	5	M	8	8	8	8	(13)8	40	230	9
JOHN KAUFFMAN	1	S	5½	5½	5½	5½	5½	27½	220	6
JOSIE MALTAGHATI	2	M	X	X	X	X	X			
[illegible]	[illegible]	M	X	X	X	X	X			
[illegible]ANE S[illegible]IERI	0	M	X	X	X	X	X			
JOSEPHINE RENZ	1	M	X	X	X	X	X			
VICTORIA LOCICERO	1	S	X	X	X	X	X			
DEBBIE HARKAVY	1	S	X	X	X	X	X			
HELEN RYAN	0	S	X	X	X	X	X			
SUSAN KILZ	0	S	X	X	X	X	X			
ALEX PARISI	2	M	X	X	X	X	X			

Rx6

11/3/73

			M T W TH F			
PHILIP KILZ	3	M	8 8 8 8 8	40	525	210 -
RICHARD KILZ	4	M	8 8 8 8 8	40	550	220 -
GERD M. EIDE	0	M	X X X X X			
KATE [illegible]ERMEIER	0	M	4 7 4 8 7	30	260	78 -
MARIE CARDELLA	0	M	8 8 8 8 7	39	215	40 55
VIGILIA PARISI	2	M	X X X X X			
ANA NEMEC	1	S	6 6 6 6 6	30	220	66 00
ROSE A. CONNOLLY	0	M	X X X X X			
MARGARET WH[illegible]	0	M	X X X X X			
MARIE DUCKWORTH	2	M	X X X X X			
THERESA TRICARICO	0	M	8 8 8 8 8	40	235	94 -
LARRY HARKAVY	1	S	weekly			95 -
CARMELA C[illegible]PERDO	2	S	8 7½ 7 8 8	38½	205	82 77
JOSEPHINE O'CONNELL	5	M	8 8 8 8 8	40	230	92 -
JOHN KAUFFMAN	1	S	5½ 5½ 5½ 5½ 5½	27½	220	60 50
JOSIE MALTAGHATI	2	M	X X X X X			
[illegible]	0	M	X X X X X			
PAULINE STAFFIERI	0	M	X X X X X			
JO[illegible]E BENZ	1	M	X X X X X			
VICTORIA LOCICERO	1	S	X X X X X			
DEBBIE HARKAVY	1	S	X X X X X			
HELEN RYAN	0	S	8 7½ X X X	15½	205	31 77
SUSAN KILZ	0	S	X X X X X			
ALEX PARISI	2	M	X X X X X			

R×6

217

11/10/73

		M	T	W	Th	F			
PHILIP KILZ	2 M	8	8	8	8	8	40	525	200 -
RICHARD KILZ	4 M	8	8	8	8	8	40	550	200 -
GERD M. EIDE	0 M	x	x	x	x	x			
KATE VIEDERMEIER	0 M	6	x	x	x	x	6	260	1560
MARIE CARDELLI	0 M	6	x	x	x	x	6	245	1470
VIGILIA PARISI	2 M	x	x	x	x	x			
AVA NEMEC	1 S	6	6	x	x	x	12	220	2640
ROSE A. CONNOLLY	0 M	x	x	x	x	x			
MARGARET WHITMAN	0 M	x	x	x	x	x			
MARIE DUCKWORTH	2 M	x	x	x	x	x			
THERESA TRICARICO	0 M	8	8	6	x	x	22	235	517
LARRY HARKAVY	1 S	WEEKLY							45 -
CARMELA CAMPOPERDO	2 S	8	8	8	x	x	24	215	51.60
JOSEPHINE O'CONNELL	5 M	8	8	8	8	8	40	230	92.0
JOHN KAUFFMAN	1 S	x	x	x	x	x			
JOSIE MALTAHTTI	2 M	x	x	x	x	x			
[illegible]	[illegible]	x	x	x	x	x			
PAULINE STAFFIERI	0 M	x	x	x	x	x			
JOSEPHINE BENE	1 M	x	x	x	x	x			
[illegible] LOCICERO	1 S	x	x	x	x	x			
DEBBIE HARKAVY	1 S	x	x	x	x	x			
HELEN RYAN	0 S	x	x	x	x	x			
SUSAN KILZ	0 S	x	x	x	x	x			
ALEX PARISI	2 M	x	x	x	x	x			

AX6

11/17/73

MTWTHF

PHILIP KILZ	2	M				
RICHARD KILZ	4	M	8 8 8 8 8	40	5	200-
GERD M. EIDE	0	M				
KATE [illegible]	0	M				
MARIE CARDELLA	0	M				
VIGINIA PARISI	2	M				
AVA VENEC	1	S				
ROSE A. CONNOLLY	0	M				
MARGARET WHITMAN	0	M				
MARIE DUCKWORTH	2	M				
THERESA TRICARICO	0	M				
LARRY HARKAVY	1	S	weekly			95-
CARMELA CROPERO	2	S				
JOSEPHINE O'CONNELL	5	M				
JOHN KAUFFMAN	1	S				
JOSIE MALTAGHATI	2	M				
[illegible]	0	M				
PAULINE STAFFIERI	0	M				
JOSEPHINE [illegible]	1	M				
[illegible]	1	S				
DEBBIE HARKAVY	1	S				
HELEN RYAN	0	S				
SUSAN KILZ	0	S				
ALEX PARISI	2	M				

RX6

219

8/17/74 PAYROLL WEEK ENDING

			M T W Th F			
Philip Kilz	2	M	X X X X X			
Richard Kilz	4	M	8 8 8 8 8	40	6-	240
Kate Niedermeier	0	M	8 8 8 8 X	32	270	804
Marie Cardella	0	M	X X X X X			
Ana Nemec	1	S	6 8 6 6 6	32	245	784
Theresa Trikarico	0	M	X X X X X			
Larry Harkavy	1	S	weekly			100-
Carmela Cacoperdo	2	S	8 8 8 8 8	40	225	90-
Josephine O'Connell	5	M	8 8 8 8 8	40	240	96-
Helen Ryan	0	S	X X X X X			
John Kauffman	1	S	X X X X X			
Ida Casarona	0	M	X X X X X			
Lieselotte Fischer	1	M	8 8 8 8 6	38	235	89
Angelina Cappello	0	M	8 8 8 8 8	40	250	100-
Mildred Eve	0	M	8 8 8 8 X	32	220	70
Donna Moravec	1	S	8 8 8 8 8	40	210	84
Julia Delfino	1	S	8 8 8 8 8	40	220	88
Eufemia Lamia	0	M	X X X X X			
Debbie Harkavy	1	S	8 9½ 9½ 9½ 8	44½ 2½	2-	01
Anadelia Ortiz	0	M	X X X X X			
Josie Maltaghati	2	M	X X X X X			
Marie Hodukavich	1	S	X X X X X			
Carmen Gonzalez	0	M	8 8 8 8 7½	39½	250	98
Nancy Vernon	0	S	X X X X X			
Neil Vigorito	2	S	X X X X X			
Joseph Pellegrino	2	M	X X X X X			
John George	1	S	X X X X X			
Nancy Morris	1	S	X X X X X			
John Regan	5	M	X X X X X			
Grace Rugolo	0	M	8 8 8 8 8	40	250	100
Andrew Zimmerman	8	M	8 8 8 8 8	40	5-	200
Mary White	0	M				
Joyce Brown	0	M				
Carol Hauss	0	M				
Marge Passannante	2	M				

8/24/74 PAYROLL WEEK ENDING

			M	T	W	T	F			
1	Philip Kilz	2 M	~~8~~	~~8~~	~~8~~	~~8~~	~~8~~	~~40~~	~~6~~	~~240~~
2	Richard Kilz	4 M	8	8	8	8	8	40	6-	240-
3	Kate Niedermeier	0 M	x	x	x	x	x			
4	Marie Cardella	0 M	x	x	x	x	x			
5	Ana Nemec	1 S	6	6	6	6	6	30	245	7350
6	Theresa Trikarico	0 M	x	x	x	x	x			
7	Larry Harkavy	1 S	weekly							100-
8	Carmela Cacoperdo	2 S	8	8	8	8	8	40	225	90-
9	Josephine O'Connell	5 M	8	8	8	8	8	40	240	96-
10	Helen Ryan	0 S	x	x	x	x	x			
11	John Kauffman	1 S	x	x	x	x	x			
12	Ida Casarona	0 M	x	x	x	x	x			
13	Lieselotte Fischer	1 M	8	8	8	x	x	24	235	5640
14	Angelina Cappello	0 M	8	8	8	8	8	40	250	100-
15	Mildred Eve	0 M	8	8	8	8	8	40	220	88-
16	Donna Moravec	1 S	8	8	8	8	8	40	210	84-
17	Julia Delfino	1 S	8	8	8	8	8	40	220	88-
18	Eufemia Lamia	0 M	x	x	x	x	x			
19	Debbie Harkavy	1 S	x	8	8	8	8	32	2-	64-
20	Anadelia Ortiz	0 M	x	x	x	x	x			
21	Josie Maltaghati	2 M	x	x	x	x	x			
22	Marie Hodukavich	1 S	x	x	x	x	x			
23	Carmen Gonzalez	0 M	8	7	8	8	8	39	250	9750
24	Nancy Vernon	0 S	x	x	x	x	x			
25	Neil Vigorito	2 S	x	x	x	x	x			
26	Joseph Pellegrino	2 M	x	x	x	x	x			
27	John George	1 S	x	x	x	x	x			
28	Nancy Morris	1 S	x	x	x	x	x			
29	John Regan	5 M	x	x	x	x	x			
30	Grace Rugolo	0 M	8	8	8	8	8	40	250	100-
31	Andrew Zimmerman	8 M	8	8	8	8	8	40	5-	200-
32	Mary White	0 M								
33	Joyce Brown	0 M								
34	Carol Hauss	0 M								
35	Marge Passannante	2 M								
36										

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221 8/31/74 PAYROLL WEEK ENDING

		DAYS AND HOURS M T W Th F		RATE	
		x x x x x			
Philip Kilz	2 M	8 8 8 8 8	40	6-	240-
Richard Kilz	4 M	x x x x x			
Kate Niedermeier	0 M	x x x x x			
Marie Cardella	0 M	8 6 6 6 8	34	245	83.30
Ana Nemec	1 S	x x x x x			
Theresa Tricarico	0 M	Weekly			100-
Larry Harkavy	1 S	8 8 8 8 8	40	225	90-
Carmela Capoderso	2 S	8 8 2 8 8 4	40	240	96-
Josephine O'Connell	5 M	x x x x x			
Helen Ryan	0 S	x x x x x			
John Kauffman	1 S	x x x x x			
Ida Casarona	0 M	x x x x x			
Lieselotte Fischer	1 M	8 8 ½ x x	16.45	250	41.8
Angelina Cappello	0 M	8 8 8 8 8	40	220	88-
Mildred Eve	0 M	8 8 8 8 8	40	210	84-
Donna Moravec	1 S	8 8 8 8 8	40	220	88
Julia Delfino	1 S	x x x x x			
Eufemia Lamia	0 M	8 8 8 8 8	40	2-	80
Debbie Harkavy	1 S	x x x x x			
Anadelia Ortiz	0 M	x x x x x			
Josie Maltaghati	2 M	x x x x x			
Marie Hodukavich	1 S	8 8 8 8 8	40	250	100
Carmen Gonzalez	0 M	x x x x x			
Nancy Vernon	0 S	x x x x x			
Neil Vigorito	2 S	x x x x x			
Joseph Pellegrino	2 M	x x x x x			
John George	1 S	x x x x x			
Nancy Morris	1 S	x x x x x			
John Regan	5 M	8 8 8 8 8	40	250	100
Grace Rugolo	0 M	8 8 8 8 8	40	525	210
Andrew Zimmerman	8 M	x 8 8 6½ 8	30½	225	68
Mary White	0 M	x x x 8 8	16	225	36
Joyce Brown	0 M				
Carol Hauss	0 M				
Marge Passavnante	2 M				

222 9/7/74

				M	T	W	TH	F				
1	Philip Kilz	2	M	X	X	X	X	X				
2	Richard Kilz	4	M	8H	8	8	8	8	40	6-	240-	
3	Kate Niedermeier	0	M	X	X	X	X	X				
4	Marie Cardella	0	M	X	X	X	X	X				
5	Ana Nemec	1	S	8H	6	8	8	6	36	245	88 20	
6	Theresa Tricarico	0	M	X	X	X	X	X				
7	Larry Harkavy	1	S	weekly							100-	
8	Carmela Cacoperdo	2	S	H8	8	8	8	8	40	225	90-	
9	Josephine O'Connell	5	M	H8	8	8	8	8 +	40 4	240	96-	$
10	Helen Ryan	0	S	X	X	X	X	X				
11	John Kauffman	1	S	X	X	X	X	X				
12	Ida Casarona	0	M	X	X	X	X	X				
13	Lieselotte Fischer	1	M	X	X	X	X	X				
14	Angelina Cappello	0	M	X	X	X	X	X				
15	Mildred Eve	0	M	H8	8	8	8	8	40	220	88-	
16	Donna Moravec	1	S	H8	8	8	8	8	40	210	84-	
17	Julia Delfino	1	S	H8	8	8	8	8	40	220	88-	
18	Eufemia Lamia	0	M	X	X	X	X	X				
19	Debbie Harkavy	1	S	X	X	X	X	X				
20	Anadelia Ortiz	0	M	X	X	X	X	X				
21	Josie Maltaghati	2	M	X	X	X	X	X				
22	Marie Hodukavich	1	S	X	X	X	X	X				
23	Carmen Gonzalez	0	M	H8	8	8	8	8	40	250	100-	
24	Nancy Vernon	0	S	X	X	X	X	X				
25	Neil Vigorito	2	S	X	X	X	X	X				
26	Joseph Pellegrino	2	M	X	X	X	X	X				
27	John George	1	S	X	X	X	X	X				
	Nancy Morris	1	S	X	X	X	X	X				
	John Regan	5	M	X	X	X	X	X				
	Grace Rugolo	0	M	X	8	8	8	8	32	250	80-	
31	Audrew Zimmerman	8	M	H8	8	8	8	8	40	525	210-	
32	Mary White	0	M	X	8	8	8	8	32	225	72-	
33	Joyce Brown	0	M	X	8	8	8	8	32	225	72-	
	Carol Hauss	0	M									
	Marge Passannante	2	M									
36												

223 9/14/74 PAYROLL WEEK ENDING

HOURS

			M	T	W	TH	F					
PHILIP KILZ	2	M	X	X	X	X	X		~~40~~		~~6~~	~~240~~
RICHARD KILZ	4	M	8	8	8	8	8		40		6-	240
KATE NIEDERMEIER	0	M	X	X	X	X	X					
MARIE CARDELLA	0	M	X	X	X	X	X					
ANA NEMEC	1	S	8	6	8	8	7		37		245	90
THERESA TRICARICO	0	M	X	X	X	X	X					
LARRY HARKAVY	1	S	Weekly									100
CARMELA CAPODIFERRO	2	S	8	8	8	8	8		40		235	90
JOSEPHINE O'CONNELL	5	M	8	8	8	8	8	4	40	4	245	40
HELEN RYAN	0	S	X	X	X	X	X					
JOHN KAUFFMAN	1	S	X	X	X	X	X					
IDA CASTRONA	0	M	X	X	X	X	X					
LIESELOTTE FISCHER	1	M	X	X	X	X	X					
ANGELINA CAPPELLO	0	M	X	X	X	X	X					
MILDRED EVE	9	M	8	8	8	8	8		40		220	88
DONNA MORAVEC	1	S	8	8	8	8	8		40		210	84
JULIA DELFINO	1	S	8	8	8	8	8		40		220	88
EUFEMIA LAMIA	0	M	X	X	X	X	X					
DEBBIE HARKAVY	1	S	X	X	X	X	X					
ANADELIA ORTIZ	0	M	X	X	X	X	X					
JOSIE MALTAGHATI	2	M	X	X	X	X	X					
MARIE HODUKAVICH	1	S	X	X	X	X	X					
CARMEN GONZALEZ	0	M	8	9	9	9	8		40	3	250	10
NANCY VERNON	0	S	X	X	X	X						
NEIL VIGORITO	2	S	X	X	X	X						
JOSEPH PELLEGRINO	2	M	X	X	X	X						
JOHN GEORGE	1	S	X	X	X	X						
NANCY MORRIS	1	S	X	X	X	X						
JOHN REGAN	5	M	X	X	X	X						
GRACE RUGOLO	0	M	9	9	9	9	7½		40	3½	250	100
ANDREW ZIMMERMAN	8	M	8	8	8	8	8		40		535	21
MARY WHITE	0	M	8	8	8	8	8		40		235	9
JOYCE BROWN	0	M	6¾	7¾	8	8	8		38½		235	8
CAROL HAUSS	0	M	X	X	8	8	8		24		2-	4
MARGE PASSANNANTE	2	M										

224 9/21/74 PAY

			M	T	W	Th	F					
Philip Kilz	2	M	x	x	x	x	x					
Richard Kilz	4	M	8	8	8	8	8		40		6-	240-
Kate Niedermeier	0	M	x	x	x	x	x					
Marie Cardella	0	M	x	x	x	x	x					
Ana Nemec	1	S	8	x	6	8	6		28		245	6860
Theresa Tricarico	0	M	x	x	x	x	x					
Larry Harkavy	1	S	Weekly									100-
Carmela Cacopero	2	S	8	x	8	8	8		32		225	72-
Josephine O'Connell	5	M	8	x	8	8	8	4	36	2	240	5640
Helen Ryan	0	S	x	x	x	x	x					
John Kauffman	1	S	x	x	x	x	x					
Ida Casarona	0	M	x	x	x	x	x					
Lieselotte Fischer	1	M	x	x	x	x	x					
Angelina Cappello	0	M	x	x	x	x	x					
Mildred Eve	0	M	8	x	8	8	8		32		220	7040
Donna Moravec	1	S	8	x	8	8	8		32		210	6720
Julia Delfino	1	S	8	x	8	8	8		32		220	7040
Eufemia Lamia	0	M	x	x	x	x	x					
Debbie Harkavy	1	S	x	x	x	x	x					
Anadelia Ortiz	0	M	x	x	x	x	x					
Josie Maltaghati	2	M	x	x	x	x	x					
Marie Hodukavich	1	S	x	x	x	x	x					
Carmen Gonzalez	0	M	8	x	8	8	8		32		250	80-
Nancy Vernon	0	S	x	x	x	x	x					
Neil Vigorito	2	S	x	x	x	x	x					
Joseph Pellegrino	2	M	x	x	x	x	x					
John George	1	S	x	x	x	x	x					
Nancy Morris	1	S	x	x	x	x	x					
John Regan	5	M	x	x	x	x	x					
Grace Rugolo	0	M	8	x	8	8	8		32		250	80-
Andrew Zimmerman	8	M	8	x	8	8	8		32		525	168-
Mary White	0	M	8	x	x	8	8		24		225	54-
Joyce Brown	0	M	7^{45}	x	8	8	8		31^{45}		225	7143
Carol Hauss	0	M	8	x	8	8	8		32		2-	64-
Marge Passannante	2	M	8	x	8	8	8		32		2-	64-

225 9/28/74

		M T W Th F				
Philip Kilz	2 M	x x x x x				
Richard Kilz	4 M	8 8 8 8 8	45		6-	240
Kate Niedermeier	0 M	x x x x x				
Marie Cardella	0 M	x x x x x				
Ana Nemec	1 S	8 8 8 x 6	30		245	73
Theresa Tricarico	0 M	x x x x x				
Larry Harkavy	1 S	Weekly				190
Carmela Cicoperdo	2 S	8 8 8 x 8	32		225	72
Josephine O'Connell	5 M	8 4 8 x 8 4	32	2	240	76
Helen Ryan	0 S	x x x x x				
John Kauffman	1 S	x x x x x				
Ida Casarona	0 M	x x x x x				
Lieselotte Fischer	1 M	x x x x x				
Angelina Cappello	0 M	x x x x x				
Mildred Eve	4 M	8 8 8 x 8	32		220	72
Donna Moravec	1 S	8 8 8 x 8	32		220	7
Julia Delfino	1 S	8 8 8 x 8	32		220	70
Eufemia Lamia	0 M	x x x x x				
Debbie Harkavy	1 S	x x x x x				
Anadelia Ortiz	0 M	x x x x x				
Josie Maltaghati	2 M	x x x x x				
Marie Hodukavich	1 S	x x x x x				
Carmen Gonzalez	0 M	8 8 8 x 8	32		250	80
Nancy Vernon	0 S	x x x x x				
Neil Vigorito	2 S	x x x x x				
Joseph Pellegrino	2 M	x x x x x				
John George	1 S	x x x x x				
Nancy Morris	1 S	x x x x x				
John Regan	5 M	x x x x x				
Grace Rugolo	0 M	8 8 8 x 8	32		250	8
Andrew Zimmerman	8 M	8 8 8 x 8	32		525	16
Mary White	0 M	8 8 8 x 8	32		225	7
Joyce Brown	0 M	8 8 8 x 8	32		225	7
Carol Hauss	0 M	8 8 8 x 8	32		2-	64
Marge Passannante	2 M	8 8 8 x 8	32		225	7

226

10/5/74

			M	T	W	TH	F			
PHILIP KILZ	2	M	x	x	x	x	x			
RICHARD KILZ	4	M	8	8	8	8	8	40	6	240-
KATE NIEDERMEIER	0	M	x	x	x	x	x			
MARIE CARDELLA	0	M	x	x	x	x	x			
ANA NEMEC	1	S	8	6	8	8	6	36	245	88 20
THERESA TRICARICO	0	M	x	x	x	x	x			
LARRY HARKAVY	1	S	weekly							100-
CARMELA CACOPERDO	2	S	8	8	8	8	8	40	225	90-
JOSEPHINE O'CONNELL	5	M	8	8	8	8	8	40	240	96-
HELEN RYAN	0	S	x	x	x	x	x			
JOHN KAUFFMAN	1	S	x	x	x	x	x			
IDA CASTRONA	0	M	x	x	x	x	x			
LIESELOTTE FISCHER	1	M	x	x	x	x	x			
ANGELINA CAPPELLO	0	M	x	x	x	x	x			
MILDRED EVE	0	M	8	8	8	8	8	40	220	88-
DONNA MORAVEC	1	S	8	8	8	8	8	40	210	84-
JULIA DELFINO	1	S	8	8	8	8	8	40	220	88-
EUFEMIA LAMIA	0	M	x	x	x	x	x			
DEBBIE HARKAVY	1	S	x	x	x	x	x			
ANADELIA ORTIZ	0	M	x	x	x	x	x			
JOSIE MALTAGHATI	2	M	x	x	x	x	x			
MARIE HODUKAVICH	1	S	x	x	x	x	x			
CARMEN GONZALEZ	0	M	8	8	8	8	8	40	250	100-
NANCY VERNON	0	S	x	x	x	x	x			
NEIL VIGORITO	2	S	x	x	x	x	x			
JOSEPH PELLEGRINO	2	M	x	x	x	x	x			
JOHN GEORGE	1	S	x	x	x	x	x			
NANCY MORRIS	1	S	x	x	x	x	x			
JOHN REGAN	5	M	x	x	x	x	x			
GRACE RUGOLO	0	M	8	8	8	8	8	40	250	100-
ANDREW ZIMMERMAN	8	M	8	8	8	8	8	40	525	210-
MARY WHITE	0	M	8	8	8	8	8	40	225	90-
JOYCE BROWN	0	M	8	6½	7½	8	8	38	225	85 50
CAROL HAUSS	0	M	8	6½	x	x	x	14½	2-	29-
MARGE PASSANNANTE	2	M	7	8	8	8	x	31	225	69 75

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10/12/74 PAYROLL WEEK ENDING

				M	T	W	Th	F			
1	PHILIP KILZ	2	M	X	X	X	X	X			
2	RICHARD KILZ	4	M	8	8	8	8	8	40	6-	240-
3	KATE NIEDERMEIER	0	M	~~8~~	~~4~~	~~8~~	~~8~~	~~8~~	~~36~~	~~245~~	~~88~~
4	MARIE CARDELLA	0	M	X	X	X	X	X			
5	ANA NEMEC	1	S	8	6	8	8	6	36	245	88
6	THERESA TRICARICO	0	M	X	X	X	X	X			
7	LARRY HARKAVY	1	S	weekly							100-
8	CARMELA CACOPERDO	2	S	8	8	8	8	8	40	225	90-
9	JOSEPHINE O'CONNELL	5	M	8	8	8	8	8	40	240	96-
10	HELEN RYAN	0	S	X	X	X	X	X			
11	JOHN KAUFFMAN	1	S	X	X	X	X	X			
12	IDA CASARONA	0	M	X	X	X	X	X			
13	LIESELOTTE FISCHER	1	M	X	X	X	X	X			
14	ANGELINA CAPPELLO	0	M	X	X	X	X	X			
15	MILDRED EVE	0	M	8	8	8	8	8	40	220	88-
16	DONNA MORAVEC	1	S	8	4	X	X	X	12	210	25.2
17	JULIA DELFINO	1	S	8	8	8	8	8	40	220	88-
18	EUFEMIA LAMIA	0	M	X	X	X	X	X			
19	DEBBIE HARKAVY	1	S	X	X	X	X	X			
20	ANADELIA ORTIZ	0	M	X	X	X	X	X			
21	JOSIE MALTAGHATI	2	M	X	X	X	X	X			
22	MARIE HODUKAVICH	1	S	X	X	X	X	X			
23	CARMEN GONZALEZ	0	M	8	X	X	8	8	24	250	60-
24	NANCY VERNON	0	S	X	X	X	X	X			
25	NEIL VIGORITO	2	S	X	X	X	X	X			
26	JOSEPH PELLEGRINO	2	M	X	X	X	X	X			
27	JOHN GEORGE	1	S	X	X	X	X	X			
28	NANCY MORRIS	1	S	X	X	X	X	X			
29	JOHN REGAN	5	M	X	X	X	X	X			
30	GRACE RUGOLO	0	M	8	8	X	X	X	16	250	40-
31	ANDREW ZIMMERMAN	8	M	8	8	7	4	6½	33½	525	175.8
32	MARY WHITE	0	M	7½	X	X	X	X	7½	225	16.8
33	JOYCE BROWN	0	M	8	8	6	6	8	36	225	81-
34	CAROL HAUSS	0	M								
35	MARGE PASSANNANTE	2	M								
36											
37											
38											

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10/19/74

			M	T	W	Th	F			
Philip Kilz	2	M								
Richard Kilz	4	M	8	8	8	8	8	40	6-	240-
Kate Niedermeier	0	M	x	x	x	x	x			
Marie Cardella	0	M	x	x	x	x	x			
Ana Nemec	1	S	6	6	6	8	6	32	245	7840
Theresa Tirkarico	0	M	x	x	x	x	x			
Larry Harkavy	1	S	weekly							100-
Carmela Cacoperdo	2	S	8	8	8	6	8	38	225	8550
Josephine O'Connell	5	M	8	8	8	6	8	38	240	9120
Helen Ryan	0	S	x	x	x	x	x			
John Kauffman	1	S	x	x	x	x	x			
Ida Casarona	0	M	x	x	x	x	x			
Lieselotte Fischer	1	M	x	x	x	x	x			
Angelina Cappello	0	M	x	x	x	x	x			
Mildred Eve	0	M	x	8	8	8	8	32	220	7040
Donna Moravec	1	S	x	x	x	x	x			
Julia Delfino	1	S	8	8	8	8	x	32	220	7040
Eufemia Lamia	0	M	x	x	x	x	x			
Debbie Harkavy	1	S	x	x	x	x	x			
Anadelia Ortiz	0	M	x	x	x	x	x			
Josie Maltaghati	2	M	x	x	x	x	x			
Marie Hodukavich	1	S	x	x	x	x	x			
Carmen Gonzalez	0	M	8	8	7	5½	8	36½	250	9125
Nancy Vernon	0	S	x	x	x	x	x			
Nell Vigorito	2	S	x	x	x	x	x			
Joseph Pellegrino	2	M	x	x	x	x	x			
John George	1	S	x	x	x	x	x			
Nancy Morris	1	S	x	x	x	x	x			
John Regan	5	M	x	x	x	x	x			
Grace Rugolo	0	M	x	x	x	x	x			
Andrew Zimmerman	8	M	x	4	8	8	4	24	525	126-
Mary White	0	M	x	x	x	x	x			
Joyce Brown	0	M	6½	5½	8	8	x	28	225	63-
Carol Hauss	0	M	x	x	x	x	x			
Marge Passannante	2	M	x	x	x	x	x			

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229 10/26/74

				M	T	W	Th	F			
1	PHILIP KILZ	2	M								
2	RICHARD KILZ	4	M	8	8	8	8	8	40	6-	240-
3	KATE NIEDERMEIER	0	M	x	x	x	x	x			
4	MARIE CARDELLA	0	M	x	x	x	x	x			
5	ANA NEMEC	1	S	8	8	6	8	7	37	245	90^{65}
6	THERESA TRICARICO	0	M	x	x	x	x	x			
7	LARRY HARKAVY	1	S	Weekly							100-
8	CARMELA CAROPERO	2	S	8	8	8	8	8	40	225	90-
9	JOSEPHINE O'CONNELL	5	M	8	8	8	8	8	40	240	96-
10	HELEN RYAN	0	S	x	x	x	x	x			
11	JOHN KAUFFMAN	1	S	x	x	x	x	x			
12	IDA CASARONA	0	M	x	x	x	x	x			
13	LIESELOTTE FISCHER	1	M	x	x	x	x	x			
14	ANGELINA CAPPELLO	0	M	x	x	x	x	x			
15	MILDRED EVE	9	M	8	8	8	8	8	40	220	88-
16	DONNA MORAVEC	1	S	x	x	x	x	x			
17	JULIA DELFINO	1	S	8	x	x	x	x	8	220	17^{60}
18	EUFEMIA LAMIA	0	M	x	x	x	x	x			
19	DEBBIE HARKAVY	1	S	x	x	x	x	x			
20	ANADELIA ORTIZ	0	M	x	x	x	x	x			
21	JOSIE MALTAGHATI	2	M	x	x	x	x	x			
22	MARIE HODUKAVICH	1	S	x	x	x	x	x			
23	CARMEN GONZALEZ	0	M	8	8	x	8	8	32	250	80-
24	NANCY VERNON	0	S	x	x	x	x	x			
25	NELL VIGORITO	2	S	x	x	x	x	x			
26	JOSEPH PELLEGRINO	2	M	x	x	x	x	x			
27	JOHN GEORGE	1	S	x	x	x	x	x			
28	NANCY MORRIS	1	S	x	x	x	x	x			
29	JOHN REGAN	5	M	x	x	x	x	x			
30	GRACE RUGOLO	0	M	x	x	x	x	x			
31	ANDREW ZIMMERMAN	8	M	8	x	6^{00}	x	5^{00}	19½	525	102^{37}
32	MARY WHITE	0	M	x	x	x	x	x			
33	JOYCE BROWN	0	M	7½	8	7½	8	7½	38	225	85^{50}
34	CAROL HAUSS	0	M								
35	MARGE PASSANNANTE	2	M								
36											
37											
38											

R-7

230 11/2/74

PAYROLL WEEK ENDING

			M	T	W	Th	F			
PHilip Kilz	2	M	x	x	x	x	x			
RICHARD KILZ	4	M	8	8	8	8	8	40	6-	240-
KATE NIEDERMEIER	0	M	x	x	x	x	x			
MARIE CARDELLA	0	M	x	x	x	x	x			
ANA NEMEC	1	S	8	8	x	8	6	30	245	7350
THERESA TRICARICO	0	M	x	x	x	x	x			
LARRY HARKAVY	1	S	Weekly							100-
CARMELA CACOPERDO	2	S	4	8	8	8	8	36	225	81-
JOSEPHINE O'CONNELL	5	M	8	8	8	8	8	40	240	96-
HELEN RYAN	0	S	x	x	x	x	x			
JOHN KAUFFMAN	1	S	x	x	x	x	x			
IDA CASARONA	0	M	x	x	x	x	x			
LIESELOTTE FISCHER	1	M	x	x	x	x	x			
ANGELINA CAPPELLO	0	M	x	x	x	x	x			
MILDRED EVE	0	M	8	8	8	8	8	40	220	88-
DONNA MORAVEC	1	S	x	x	x	x	x			
JULIA DELFINO	1	S	x	x	x	x	x			
EUFEMIA LAMIA	0	M	x	x	x	x	x			
DEBBIE HARKAVY	1	S	x	x	x	x	x			
ANADELIA ORTIZ	0	M	x	x	x	x	x			
JOSIE MALTAGHATI	2	M	x	x	x	x	x			
MARIE HODUKAVICH	1	S	x	x	x	x	x			
CARMEN GONZALEZ	0	M	8	8	8	8	8	40	250	100-
NANCY VERNON	0	S	x	x	x	x	x			
NEW VIGORITO	2	S	x	x	x	x	x			
JOSEPH PELLEGRINO	2	M	x	x	x	x	x			
JOHN GEORGE	1	S	x	x	x	x	x			
NANCY MORRIS	1	S	x	x	x	x	x			
JOHN REGAN	5	M	x	x	x	x	x			
GRACE RUGOLO	0	M	x	x	x	x	x			
ANDREW ZIMMERMAN	8	M	x	x	x	x	x			
MARY WHITE	0	M	x	x	x	x	x			
JOYCE BROWN	0	M	x	x	x	x	x			
CAROL HAUSS	0	M	x	x	x	x	x			
MARGE PASSANNANTE	2	M	x	x	x	x	x			

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231

11/9/74

	NAME OF EMPLOYEE			M	T	W	Th				
1	PHILIP KILZ	2	M	X	X	X	X	X			
2	RICHARD KILZ	4	M	8	8	8	8	8	40	-	245
3	KATE NIEDERMEIER	0	M	X	X	X	X	X			
4	MARIE CARDELLA	0	M	X	X	X	X	X			
5	ANA NEMEC	1	S	8	4	6	6	6	30	[illegible]	73
6	THERESA TRICARICO	0	M	X	X	X	X	X			
7	LARRY HARKAVY	1	S	Weekly							100
8	CARMELA CACOPERDO	2	S	X	X	X	X	X			
9	JOSEPHINE O'CONNELL	5	M	8	8	8	8	6	38	[illegible]	91
10	HELEN RYAN	0	S	X	X	X	X	X			
11	JOHN KAUFFMAN	1	S	X	X	X	X	X			
12	IDA CASARONA	0	M	X	X	X	X	X			
13	LIESELOTTE FISCHER	1	M	X	X	X	X	X			
14	ANGELINA CAPPELLO	0	M	X	X	X	X	X			
15	MILDRED EVE	0	M	8	8	X	X	X	16	[illegible]	35
16	DONNA MORAVEC	1	S	X	X	X	X	X			
17	JULIA DELFINO	1	S	X	X	X	X	X			
18	EUFEMIA LAMIA	0	M	X	X	X	X	X			
19	DEBBIE HARKAVY	1	S	X	X	X	X	X			
20	ANADELIA ORTIZ	0	M	X	X	X	X	X			
21	JOSIE MALTAGHATI	2	M	X	X	X	X	X			
22	MARIE HODUKAVICH	1	S	X	X	X	X	X			
23	CARMEN GONZALEZ	0	M	8	8	8	8	8	40	2.50	100
24	NANCY VERNON	0	S								
25	NEAL VIGORITO	2	S								
26	JOSEPH PELLEGRINO	2	M								
27	JOHN GEORGE	1	S								
28	NANCY MORRIS	1	S								
29	JOHN REGAN	5	M								
30	GRACE RUGOLO	0	M								
31	ANDREW ZIMMERMAN	8	M								
32	MARY WHITE	0	M								
33	JOYCE BROWN	0	M								
34	CAROL HAUSS	0	M								
35	MARGE PASSANNANTE	2	M								
36											
37											
38											

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232 11/16/74

				MTWThF			
	Philip Kilz	2	M	x x x x x			
	Richard Kilz	4	M	8 8 8 8 8	40	6-	240-
	Kate Niedermeier	0	M	x x x x x			
	Marie Cardella	0	M	x x x x x			
50	Ana Nemec	1	S	6 8 6 6 4	30	24	73-0
	Theresa Tricarico	0	M	x x x x x			
	Larry Harkavy	1	S	weekly			100-
	Carmela Cacoperdo	2	S	x x x x x			
20	Josephine O'Connell	5	M	8 8 8 8 8	45	240	96-
	Helen Ryan	0	S	x x x x x			
	John Kauffman	1	S	x x x x x			
	Ida Casarona	0	M	x x x x x			
	Lieselotte Fischer	1	M	x x x x x			
	Angelina Cappello	0	M	x x x x x			
20	Mildred Eve	0	M	x x x x x			
	Donna Moravec	1	S	x x x x x			
	Julia Delfino	1	S	x x x x x			
	Eufemia Lamia	0	M	x x x x x			
	Debbie Harkavy	1	S	x x x x x			
	Anadelia Ortiz	0	M	x x x x x			
	Josie Maltaghati	2	M	x x x x x			
	Marie Hodukavich	1	S	x x x x x			
	Carmen Gonzalez	0	M	x x x x x			
	Nancy Vernon	0	S	x x x x x			
	Neil Vigorito	2	S	x x x x x			
	Joseph Pellegrino	2	M	x x x x x			
	John George	1	S	x x x x x			
	Nancy Morris	1	S	x x x x x			
	John Regan	5	M	x x x x x			
	Grace Rugolo	0	M	x x x x x			
	Andrew Zimmerman	8	M	x x x x x			
	Mary White	0	M	x x x x x			
	Joyce Brown	0	M	x x x x x			
	Carol Hauss	0	M	x x x x x			
	Marge Passannante	2	M	x x x x x			

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233 11/23/74

			M	T	W	T	F			
PHILIP KILZ	2	M	x	x	x	x	x			
RICHARD KILZ	4	M	8	8	8	8	8	40	6	240
KATE NIEDERMEIER	0	M	x	x	x	x	x			
MARIE CARDELLA	0	M	x	x	x	x	x			
ANA NEMEC	1	S	6	6	6	6	6	30	245	73
THERESA TRICARICO	0	M	x	x	x	x	x			
LARRY HARKAVY	1	S	weekly							100
CARMELA CACOPERO	2	S	x	x	x	x	x			
JOSEPHINE O'CONNELL	5	M	8	8	8	8	6	38	240	91.2
HELEN RYAN	0	S	x	x	x	x	x			
JOHN KAUFFMAN	1	S	x	x	x	x	x			
IDA CASARONA	0	M	x	x	x	x	x			
LIESELOTTE FISCHER	1	M	x	x	x	x	x			
ANGELINA CAPPELLO	0	M	x	x	x	x	x			
MILDRED EVE	9	M	x	x	x	x	x			
DONNA MORAVEC	1	S	x	x	x	x	x			
JULIA DELFINO	1	S	x	x	x	x	x			
EUFEMIA LAMIA	0	M	x	x	x	x	x			
DEBBIE HARKAVY	1	S	x	x	x	x	x			
ANADELIA ORTIZ	0	M	x	x	x	x	x			
JOSIE MALTAGHATI	2	M	x	x	x	x	x			
MARIE HODUKAVICH	1	S	x	x	x	x	x			
CARMEN GONZALEZ	0	M	x	x	x	x	x			
NANCY VERNON	0	S	x	x	x	x	x			
NEAL VIGORITO	2	S	x	x	x	x	x			
JOSEPH PELLEGRINO	2	M	x	x	x	x	x			
JOHN GEORGE	1	S	x	x	x	x	x			
NANCY MORRIS	1	S	x	x	x	x	x			
JOHN REGAN	5	M	x	x	x	x	x			
GRACE RUGOLO	0	M	x	x	x	x	x			
AUDREW ZIMMERMAN	8	M	x	x	x	x	x			
MARY WHITE	0	M	x	x	x	x	x			
JOYCE BROWN	0	M	x	x	x	x	x			
CAROL HAUSS	0	M	x	x	x	x	x			
MARGE PASSANNANTE	2	M	x	x	x	x	x			

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234 11/30/74

		M T W Th F			
PHILIP KILZ	2 M	x x x x x			
RICHARD KILZ	4 M	8 8 8 H H	40	6-	24
KATE NIEDERMEIER	0 M	x x - x x			
MARIE CARDELLA	0 M	x x - - x			
ANA NEMEC	1 S	6 6 v 1.5 x	24	245	55
THERESA TRICARICO	0 M	x x x x x			
LARRY HARKAVY	1 S	weekly			100
CARMELA CAROPERO	2 S	x x x x x			
JOSEPHINE O'CONNELL	5 M	8 8 4 8 -	28	245	6
HELEN RYAN	0 S				
JOHN KAUFFMAN	1 S				
IDA CASTRONA	0 M				
LIESELOTTE FISCHER	1 M				
ANGELINA CAPPELLO	0 M				
MILDRED EVE	0 M				
DONNA MORAVEC	1 S				
JULIA DELFINO	1 S				
EUFEMIA LAMIA	0 M				
DEBBIE HARKAVY	1 S				
ANADELIA ORTIZ	0 M				
JOSIE MALTAGHATI	2 M				
MARIE HODUKAVICH	1 S				
CARMEN GONZALEZ	0 M				
NANCY VERNON	0 S				
NED VIGORITO	2 S				
JOSEPH PELLEGRINO	2 M				
JOHN GEORGE	1 S				
NANCY MORRIS	1 S				
JOHN REGAN	5 M				
GRACE RUGOLO	0 M				
ANDREW ZIMMERMAN	8 M				
MARY WHITE	0 M				
JOYCE BROWN	0 M				
CAROL HAUSS	0 M				
MARGE PASSANNANTE	2 M				

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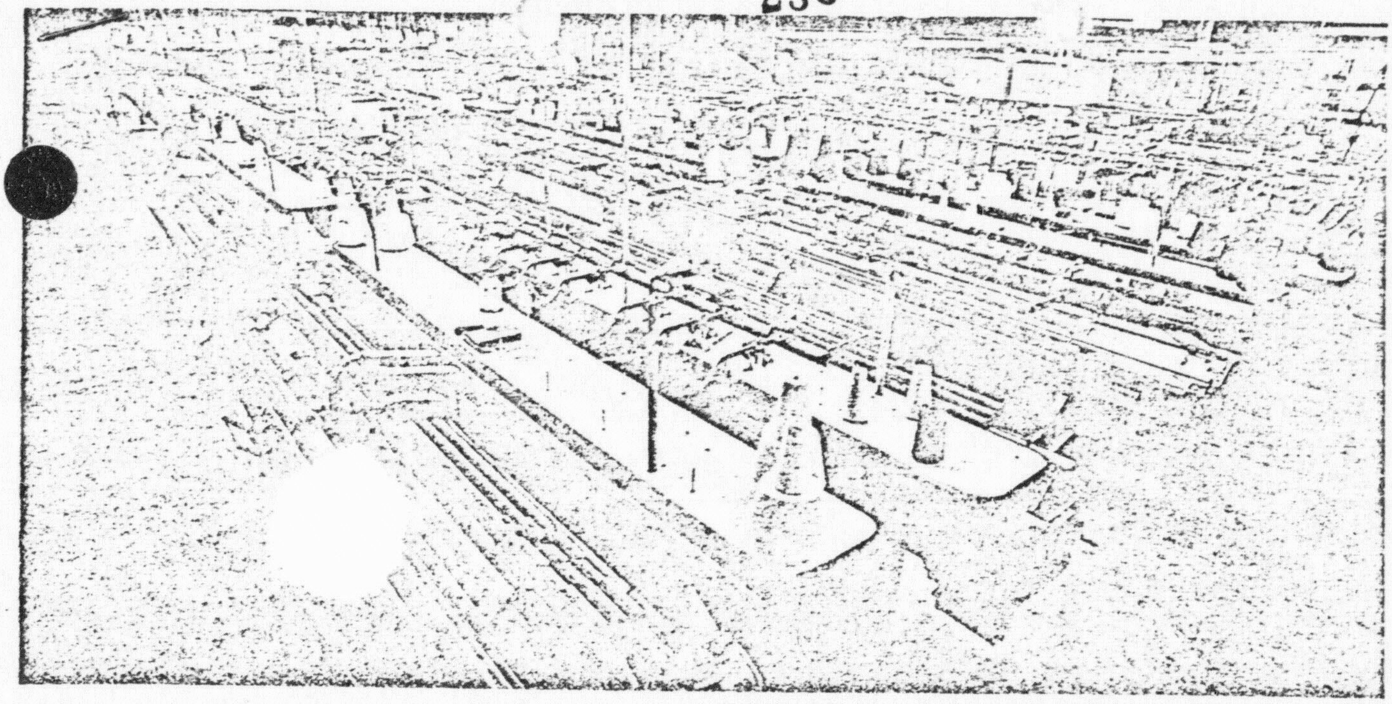
12/7/74

PAYROLL WEEK ENDING

PHILIP KILZ	2	M	
RICHARD KILZ	4	M	240 -
KATE NIEDERMEIER	0	M	
MARIE CARDELLA	0	M	
ANA NEMEC	1	S	
THERESA TRICARICO	0	M	
LARRY HARKAVY	1	S	
CARMELA CAPOPERO	2	S	
JOSEPHINE O'CONNELL	5	M	
HELEN RYAN	0	S	
JOHN KAUFFMAN	1	S	
IDA CASARONA	0	M	
LIESELOTTE FISCHER	1	M	
ANGELINA CAPPELLO	0	M	
MILDRED EVE	0	M	
DONNA MORAVEC	1	S	
JULIA DELFINO	1	S	
EUFEMIA LAMIA	0	M	
DEBBIE HARKAVY	1	S	
ANADELIA ORTIZ	0	M	
JOSIE MALTAGHATI	2	M	
MARIE HODUKAVICH	1	S	
CARMEN GONZALEZ	0	M	
NANCY VERNON	0	S	
NEIL VIGORITO	2	S	
JOSEPH PELLEGRINO	2	M	
JOHN GEORGE	1	S	
NANCY MORRIS	1	S	
JOHN REGAN	5	M	
GRACE RUGOLO	0	M	
ANDREW ZIMMERMAN	8	M	
MARY WHITE	0	M	
JOYCE BROWN	0	M	
CAROL HAUSS	0	M	
MARGE PASSANNANTE	2	M	



Overall view of the V-bed flat machines in operation. Battery of Singer-Alemannia machines include both jacquard and non-jacquard double system models.

NATIONAL LABOR RELATIONS BOARD
Docket No. 29CA4058/4571 OFFICIAL EXHIBIT NO. Res 8
Disposition { Identified
Received
Rejected
In the matter of
Date 6/14/7 Witness Reporter
No.. Pages

Solboro sees V-bed jacquard unit key to production diversity

By David Gross

OAKDALE, N.Y.—The V-bed flat jacquard machine is considered the key to the type of production flexibility and product diversity required in today's volatile sweater market at Solboro Knitting Mills Inc., here. The firm is equipped with a battery of Singer-Alemannia units, most with jacquard capability, which are distributed domestically by ITM, Ltd., Westbury, N.Y.

These units include 10 Model F 10 STJs, which are double system transfer flat machines capable of producing jacquard designs, and two Model F 10 STs, also doublelock transfer units with high and low butt needles but without jacquard capability. All the V-bed machines in place are eight cut.

According to the principals of the company, Rita and Murray Harkavy, one of the major advantages of the V-bed jacquard machine is that it enables the company to produce styled merchandise in a diversity of looks and stitch constructions that for the most part cannot be duplicated on circular equipment. With V-bed jacquard units, they said, the plant can tailor its production to the customers' needs especially since the criteria at Solboro is style and quality, not volume.

Another advantage of these machines compared to the circular equipment, they pointed out, is that it is less costly in the long run to make style changes on the former than on the latter. Circular models, it was noted, are set for volume production. But while production is more limited on the V-bed flat jacquard machine in terms of quantity, it can do more in terms of stitch structures, the use of novelty yarns and striping.

But using machinery to its best advantage is not a new concept for the Harkavys. They also operate a battery of four Philip PAP machines. The PAPs in place are 30 inch diameter, five cut, 16 feed models.

Both Rita and Murray Harkavy have deep roots in the knitting industry, with Murray, who is the mechanic of the organization, having grown up in the business by working at his father's concern, and Rita, who is the designer, having gotten her start in textiles in the European market. Now, their son Larry, who just graduated from Hofstra University, has joined the firm to learn the business "from the ground up."

Solboro was formed in 1965 at its present 8,000 square foot plant where it employes 25. Although the firm was set-up to produce styled merchandise, it was not until December, 1974 that the first of the Singer-Alemannia machines were installed. The last of the units were put in place in February, 1975. Before that the plant was equipped solely with PAP machines.

At the moment the company is concentrating on sweater production, but the Harkavys pointed out they are "very sales oriented" and will produce styled merchandise to meet current demand, whether sweaters, dresses, sportswear or other items. The goods are turned out on both a contract and package basis.

Production begins with the design of the garments, accomplished pri-

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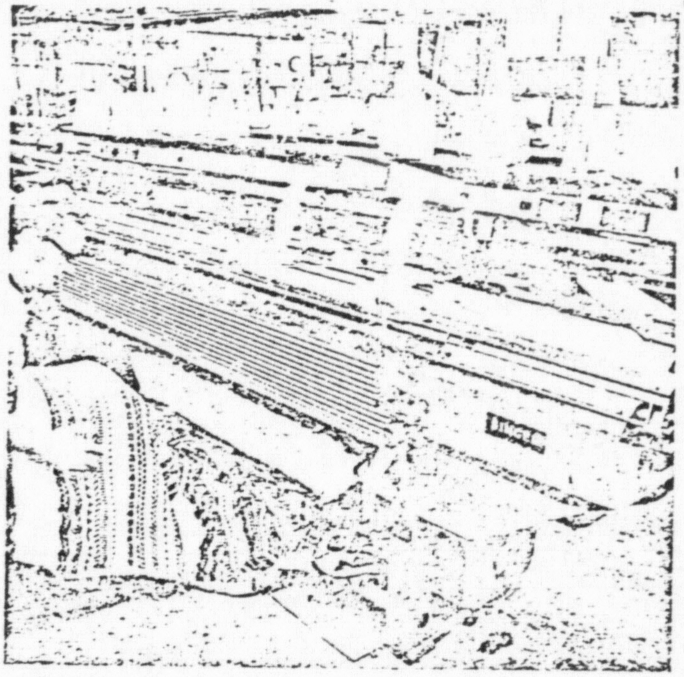


Above, close-up view of the Singer-Alemannia F 10 STJ showing the plastic selector pins around the jacquard selecting mechanism. At left, Rita and Murray Harkavy. At right, son Larry works on the PAP machines in place.

marily by Rita Harkavy. She normally works six to eight months in advance of the market. The styles are determined both by what she feels the market will require in terms of looks and silhouettes and what will be practical to produce for any particular season. Once this is completed the fabrics are determined by fitting the look to the cloth that best expresses that mood. The graphs and jacquard cards are made up under Murray Harkavy's direction and a sample garment is turned out. Once a line has been completed, and it might include from 15-30 pieces, it is presented to the customers, generally at the plant, for approval.

As a small mill, it was noted, the firm sells its ideas and designs on a novelty basis. It cannot compete with the run-of-the-mill looks and garments, the Harkavys pointed out, and must therefore offer the domestic market something different. This is achieved both through the type of stitch constructions producible on the equipment in place as well as by the use of novelty yarns. Here, chenilles, bouclés, bright acrylics and rayon yarns lead the list. The yarns generally range in size from 2/24s w.c. to 2/36s w.c.

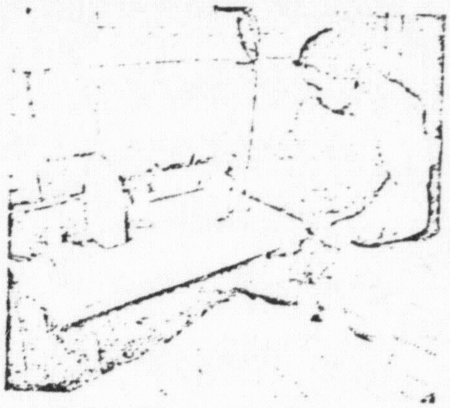
In the knitting section of the plant the machines are grouped by type with the PAPs in one area and the V-bed Singer-Alemannias in another. The latter incorporate two jacquard mechanisms, one each for the front and rear beds. These are rotating prisms which can hold 23 cards around the circumference of the rear unit and 45 around the front bed device. For patterning selection, the cards are filled in with three inch long plastic blocks holding the selector pins. The latter are clipped according to the requirements of the design so that they might be entirely out of position or cut to the height of either the high or low butt. Thus, in traversing the 72 inch needlebeds, the cam carrier is capable of knitting high butt needles on the leading cam and low butt needles on the trailing cam. This type of set-up, it was noted, allows for greater productivity and lower
setting up the jacks.

The jacquard V-bed units car
as many as nine colors and ope
the plant at between 10-12
tions a minute, with one rev
producing two courses.

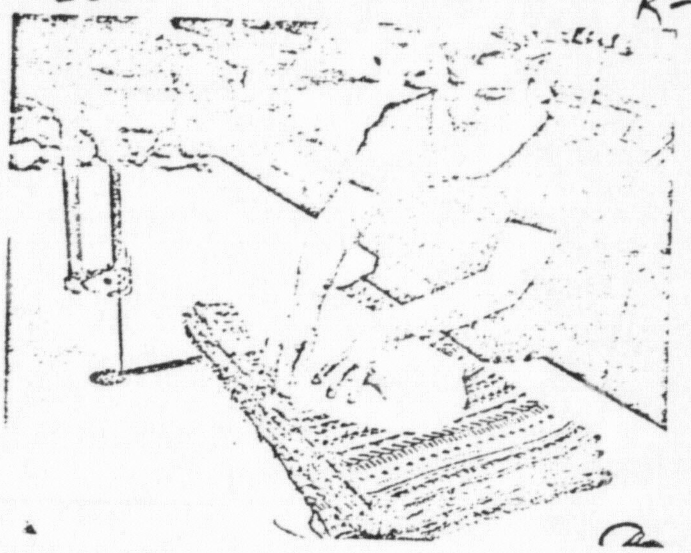
In addition to the Singer-Al
nia machines and the PAPs, th
ting room is also equipped with
ety of border machines. These i
both a number of Lamb unit
some Colli crochet machines.

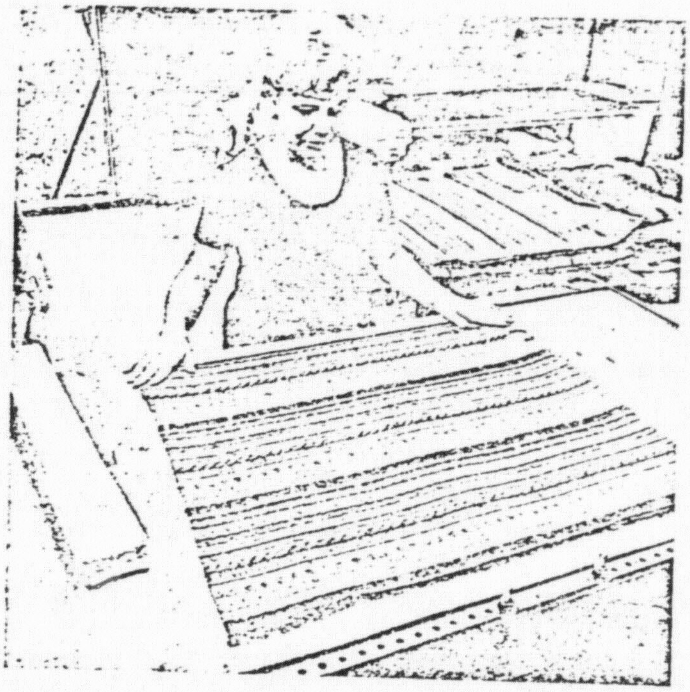
After doffing the fabrics, wh
the V-bed machines is usually
after 20 sweater-strips have bee
duced, they are tagged givin
order, machine and style numbe
customer identification logo.
sweater-strips are then sep
using a Pransky unit and steame
battery of three Modern flat
Here, frames are used only for
lar goods.

Once steamed the fabrics ar
up six to 12 plys to a bundle, de
ing on the style, preparatory t
ting. While final cutting is a



At left, separating sweater-strips via Pransky unit. Below, steaming fabrics on a flat table. At right, marking pattern prior to cutting on Kuris bandsaw. Below, right, overedging operation.





plished on a Kuris bandsaw, hand splicing is employed for accuracy in matching stripes and jacquard patterns. After cutting the parts move to the sewing section via hand trucks.

The procedure followed in this department depends on two factors—the style being produced and the experience the sewing operators have had in turning out individual garments. Rita Harkavy will determine the flow of the goods, using for each style sewing operators who are more experienced in handling those goods. This procedure, she noted, provides both closer control over production and better quality.

In general, the sewing operation runs from sewing the sleeve and shoulder to sewing in the neck and closing the neck to completion of the garment. Merrowing machines are used for seaming, Mausers for trims, Singer or single-needle units for putting in pockets and the like, and buttonholers, button sewers and labelers for finishing the garments.

These are then cleaned and examined. They are inspected once again before packing, but actually, it was noted, examinations have taken place throughout the production process beginning with knitting. Each operator is responsible for examining his work, a method which not only boosts the quality level but also allows the company to make immediate corrections. Prior to packing and shipping, the garments are given a final pressing, also over flat tables.

Within the near future, the Harkavys said, they plan to acquire 12-cut equipment. This would broaden their product base into all areas from the coarser five cut fabrics produced on the PAPs to the medium cuts turned out on the eight cut Singer-Alemannias to the finer 12 cut goods.

Also, probably within the next year, the company expects to add a 15,000 square foot extension onto its existing facility. The new addition would house the knitting department and yarn storage, while the older part of the building would be made into an enclosed section housing the finishing and shipping departments as well as the administrative offices. The plant will remain at its present location because the Harkavys feel it is easier to get to Oakdale than to Hong Kong.

But despite these moves to expand the operation, the owners intend to keep it to a medium size. They cited a number of reasons for that decision. First, they said, a smaller plant is more flexible and can more easily adopt to the demands of the market. Secondly, because of their versatility as a small operator, they will be able to continue to service individual accounts on a personal level and tailor designs for individual customers.

Thirdly, and equally important, the Harkavys said, the "future of the business portends a scaling down" in operation, particularly because of the impact imports are having on the industry once again. Larger operations, they said, will suffer in that sort of market, while the more versatile smaller plant will not only be able to continue to offer something different, but be able to deliver it in time.

BEST COPY AVAILABLE

BEFORE THE NATIONAL LABOR RELATIONS BOARD

REGION 29

--x

IN THE MATTER OF: :

SOLBORO KNITTING MILLS, INC., :

Respondent, :

-and- Case No. 29-CA-4059

LOCAL 107, INTERNATIONAL LADIES' :
GARMENT WORKERS' UNION, AFL-CIO, :

Charging Party. :

--x

16 Court Street
Brooklyn, New York

Tuesday, February 18, 1975

The above-entitled matter came on for hearing pursuant to notice, at 11:15 a.m.

BEFORE: IRVING M. HERMAN, Administrative Law Judge

APPEARANCES:

HAROLD WEINRICH, ESQ.,	counsel for the General Counsel.
MARTIN H. SCHER, ESQ.,	of Counsel, Rains, Pogrebin & Scher, Esqs., 210 Old Country Road, Mineola, New York 11501 AOBO Respondent
LESTER KUSHNER, ESQ.,	1710 Broadway, New York, New York AOBO Charging Party

JUDGE HERMAN: Is there any objection now, Mr. Scher?

MR. SCHER: No.

JUDGE HERMAN: Admitted.

(Whereupon, the above-mentioned documents were received into evidence, as of today's date.)

JUDGE HERMAN: Do you care to make an opening statement, Mr. Kushner?

MR. WEINRICH: Mr. Weinrich, your Honor.

JUDGE HERMAN: Excuse me.

MR. WEINRICH: Before I do that, since the documents have been offered, your Honor, if Mr. Scher wants to make the amendment that he suggested, maybe now would be the best time.

I have a brief opening statement.

JUDGE HERMAN: All right.

Do you want to --

MR. SCHER: Yes.

JUDGE HERMAN -- make an opening statement -- to make an amendment at this point.

MR. SCHER: Yes.

With respect to the Respondent's answer to the complaint, I would like to amend paragraph first to omit from the paragraphs of the complaint that have been admitted by Respondent, the reference to paragraph numbered 13.

In the paragraph designated second in the answer to the complaint, your Honor, I would like to omit the reference to the government's allegation in the complaint to paragraph numbered 19-B. I would like to add a third paragraph to the Respondent's answer designated third, to read as follows:

Denies each and every allegation contained in paragraph numbered 19-B, except admits that Respondent has not had work available and has, therefore, not offered to recall to employment, the employees designated in Subparagraph A of paragraph 19.

JUDGE HERMAN: Any objection?

MR. WEINRICH: No objection, your Honor.

JUDGE HERMAN: Mr. Kushner?

MR. KUSHNER: No objection, your Honor.

JUDGE HERMAN: The motion to amend the answer is granted.

MR. SCHER: Thank you, your Honor.

JUDGE HERMAN: Now, do you want to make an opening statement, Mr. Weinrich?

MR. WEINRICH: Yes, just briefly, your Honor.

The complaint in this proceeding issued by the General Counsel alleges violations of Section 8-A-1 heard at this time?

MR. SCHER: No, your Honor. I'm going to waive opening statement at this time.

JUDGE HERMAN: Very good.

Will you call your first witness?

MR. WEINRICH: Your Honor, I had issued a subpoenae for some documents.

At this point, the only demand I was going to make were for documents sufficient enough to establish the size of the unit.

JUDGE HERMAN: It's already been established.

MR. WEINRICH: Is the -- can we stipulate as to 13 people in the unit as of the 4th of October?

MR. SCHER: Your Honor, may we go off the record?

JUDGE HERMAN: Yes.

Off the record.

(Discussion off the record.)

JUDGE HERMAN: Back on the record.

Mr. Weinrich.

MR. WEINRICH: Your Honor, during the off-the-record discussion, counsel for the Respondent and I were able to agree upon the 13 people within the unit, as admitted in the complaint, who were on Respondent's pay roll as of the date of the asked for recognition, as alleged in the complaint, October 4, 1974 and in fact were on the pay roll as of the end of that pay roll week, which would have been 10/5/74.

I would like to read those 13 names into the record so the record is clear upon that.

JUDGE HERMAN: Very well.

MR. WEINRICH: Richard Kilz, K-i-l-z, Donna Moravec, M-o-r-a-v-e-c, Andrew Zimmerman, Z-i-m-m-e-r-m-a-n, Josephine O'Connell, Ana Nemec, Carmen Gonzalez, Grace Rugolo, Mary White, Joyce Brown, Margaret Passannante, Julia Delfino, Carmela Cacoperdo, and Mildred Eve.

Thank you, your Honor.

I'm prepared to call my --

JUDGE HERMAN: Is that stipulation acceptable to Respondent?

MR. SCHER: Yes, it is.

JUDGE HERMAN: Mr. Kushner?

MR. KUSHNER: Yes.

MR. SCHER: Well, with one exception, and that is, that the statement made by the counsel for the General Counsel contains reference to the fact as admitted in the complaint. The number of people was not admitted in the complaint.

JUDGE HERMAN: I don't recall that.

I thought counsel was pretty careful in what he was saying, that he was talking about the unit that was admitted.

MR. KUSHNER: All right.

MR. WEINRICH: That's what I made reference to.

MR. SCHER: All right.

MR. WEINRICH: I'm prepared to call my first witness, your Honor.

JUDGE HERMAN: Very good.

MR. WEINRICH: General Counsel Calls as its first witness, Mr. Gaspar Sciacca.

Wherepon,

GASPAR SCIACCA,

was called as a witness and having been first duly sworn by the Administrative Law Judge was examined and testified as follows:

DIRECT EXAMINATION

BY MR. WEINRICH:

Q What is your full name?

A Gaspar Sciacca.

Q What's your address?

A 32 North 11th Street, New Hyde Park, New York.

JUDGE HERMAN: Please keep your voice up.

THE WITNESS: Yes, your Honor.

JUDGE HERMAN: Mr. Weinrich, please proceed.

MR. WEINRICH: Thank you, your Honor.

BY MR. WEINRICH:

Q Mr. Sciacca, by whom are you employed?

A By Local 107 of the International Ladies' Garment Workers' Union.

Q In what capacity are you employed by Local 107?

A Organizer.

Q For how long have you been employed by Local 107 as an organizer, Mr. Sciacca?

A About eight years.

Q Mr. Sciacca, did there come a time in your capacity as an organizer for Local 107 that you had occasion to communicate with any of the employees of the Respondent in this proceeding, Solboro Knitting Mills, Inc?

A Yes, in late July.

Q In July of what year, Mr. --

A 1974.

Q And if you recall, will you tell us with whom you first communicated?

A Yes.

I communicated with a Grace Rugolo on the telephone.

Q Mr. Sciacca, would you tell us, if you recall,

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what Grace Rugulo said to you in this conversation?

MR. SCHER: Objection.

JUDGE HERMAN: Overruled.

BY MR. WEINRICH:

Q If anything, and what you said to Grace Rugolo in this conversation, if anything?

A Grace Rugolo asked me if it was all right for her to work in a non-union shop.

I says, "Fine."

JUDGE HERMAN: Did she call you or did you call her?

THE WITNESS: Yes, she called me, your Honor.

A I said, "Fine. You can. No problem."

Q Do you recall if Grace Rugolo said anything else to you during this conversation?

A No.

I think I said to her that if the people in the shop are interested in a union, you know, to get their names and addresses and whatever issues they want to talk about, I'll be glad to talk to them about them but that I don't have the time right now.

So when you get them, I'll get to your house again and see you about it.

Q Do you recall --

A She said fine.

Q Do you recall if Grace Rugolo said anything else during the conversation with you on the telephone?

A I don't recall.

Q Well, do you recall if she mentioned the name of the non-union shop?

A Oh, yes.

She said she worked in Oakdale Knitting Mills and the name of the shop was Solboro Knitting Mills.

I said, "Fine. I know about it."

I told her that in the near future I'll get a chance to see her about it to try to organize it.

Q Following your first conversation with Grace Rugolo, did you have occasion to have any subsequent conversations with her?

A Yes, several times.

Q Do you recall when these conversations took place?

A Oh, late July some time.

You mean dates?

Q Well, during which period of time, during which month was it?

A July.

Q Did you --

A July and August, actually.

Q I see.

in for this.

The objection is overruled.

Go on.

BY MR. WEINRICH:

Q Do you recall my question, Mr. Sciacca?

A No, I don't.

Q Well, let me repeat it for you.

A Please.

Q If you recall, will you tell us what you said to Grace Rugolo and what Grace Rugolo said to you during the conversation which took place in her home in late July of 1974?

A Well, she's been a union member before, so I didn't have to explain too much about the union benefits to her.

Of course, she's been a member for several years prior to this.

I spoke to her about if she has any names and addresses for me so that I could see other people at the plant.

She says yes, I have a few names and addresses that I can give you.

She did.

Q Well, will you tell us, if you recall, the names and addresses which she gave to you or the names of the employees which she gave to you at that time?

A At that time, she gave me a name of Carmine Gonzalez, Ana Nemec, and I think a Donna Moravec.

Q Donna what?

A Moravec.

Is that it?

MR. SCHER: Your Honor, I feel constrained to object again at this point for the additional ground that we're getting speculation and surmise from the witness as compared to fact, that's first.

Second of all, you're putting the Respondent--

JUDGE HERMAN: If you are moving to strike Moravec and his subsequent words, "Is that it?" --

MR. SCHER: Yes.

JUDGE HERMAN: -- I'll grant that motion.

MR. SCHER: I'll move to strike that portion of the testimony which is speculative.

JUDGE HERMAN: Granted.

Now, what did you mean when you said, "Is that it?"

Were you --

THE WITNESS: Spelling.

JUDGE HERMAN: Are you questioning --

THE WITNESS: The pronounciation of the word.

JUDGE HERMAN: Don't raise any questions in your answers. You just answer questions as you see.

If counsel thinks that maybe you misspelled or mispronounced something, then we'll get it straightened out.

THE WINTESS: Okay.

JUDGE HERMAN: Now, do you want to take it from here?

MR. WEINRICH: I'd like to, your Honor.

BY MR. WEINRICH:

Q Do you recall if during your conversation with Grace Rugolo you gave anything to Grace Rugolo?

A Yes.

I gave her an authorization card.

I told her to read it and does she understand what she's signing?

She said yes. She read it. She signed it in its entirety and gave it back to me.

I explained to her what it's for.

Q Well, what did you say to her about the card?

A I explained that this card here authorizes the union to represent you for collective bargaining.

JUDGE HERMAN: Collective bargaining where?

THE WITNESS: At the plant.

JUDGE HERMAN: Did it specify the plant?

THE WITNESS: No.

JUDGE HERMAN: Well, what did this card add to her membership in the union?

She was a member, you said, didn't you?

THE WITNESS: Well, to represent her at this plant, that she was working non-union.

JUDGE HERMAN: Didn't she --

THE WITNESS: She wasn't working prior to that.

JUDGE HERMAN: But you say it didn't mention the plant?

THE WITNESS: No, it didn't mention the plant, I don't think.

JUDGE HERMAN: Did the card mention the plant?

THE WITNESS: No.

JUDGE HERMAN: Go on.

BY MR. WEINRICH:

Q Do you recall if the Local 107 authorization card, Mr. Sciacca?

A It states that on there -- on there, free choice and they understand that they are signing this card for the union to represent them for collective bargaining.

Q Does the card call for any other information?

A I don't believe so.

You mean as far as the name and address is

JUDGE HERMAN: Received.

(Whereupon, the above-mentioned document was received into evidence, as of today's date.)

BY MR. WEINRICH:

Q Following your conversation with Grace Rugolo, Mr. Sciacca, did you have occasion to speak with any other employees of Solboro Knitting?

A Yes.

Q If you recall, will you tell us with whom you first spoke after Grace Rugolo?

A I think it was Carmine Gonzalez -- yes, Carmine Gonzalez.

She lives in Calverton, New York.

Q And if you recall, Mr. Sciacca, when did your conversation with Carmine Gonzalzez take place?

A It was about the first week in August.

Q And where did your conversation take place?

A At her home.

Q And who, if anyone else, was present during this conversation?

A Clara Rhatigan was with me also that night.

Q If you recall, will you tell us, Mr. Sciacca, what, if anything, you said to Carmine Gonzalez and what she said to you during this conversation?

A I explained to her who I am.

I handed her my card. I told her that I represent the International Ladies' Garment Workers' Union.

I said that I'm here. I explained the benefits to her.

I explained to her what the card was for and handed her one.

Q What type of card did you had her?

A An authorization card.

Q Okay.

When you say you explained to her what the card was for, as you recall it, will you tell us what you said to Carmine Gonzalez about the card?

A Well, I said this card here, if you read it, authorizes the union to represent you for collective bargaining purposes.

Q And if you observed, will you tell us what Carmine Gonzalez did with the card when you handed it to her?

A She accepted it, read it and signed it in its entirety.

She then gave it back to me.

MR. WEINRICH: Will you please mark this as General Counsel's Exhibit No. 3 for identification purposes, please.

(Whereupon, the above-mentioned document was received and marked as General Counsel's Exhibit No. 3 for identification, as of today's date.)

BY MR. WEINRICH:

Q Mr. Sciacca --

JUDGE HERMAN: When you say she signed this in its entirety, you mean she filled it out and signed it?

THE WITNESS: Yes, yes, date and name and all of the other information that appears on the card.

JUDGE HERMAN: Thank you.

BY MR. WEINRICH:

Q Mr. Sciacca, I show you General Counsel's Exhibit No. 3 marked for identification purposes, and ask if you can identify this document?

(Handing.)

A Yes.

Q If you can, will you tell us what it is, please?

A Yes.

It's an authorization card that Carmine Gonzalez signed the night of August 6th, 1974, and Clara Rhatigan was present.

Q This is the card that was returned to you?

A Returned to me, yes.

MR. WEINRICH: I ask that General Counsel's Exhibit No. 3 marked for identification purposes, be admitted into evidence at this time, your Honor.

JUDGE HERMAN: Any objection?

MR. SCHER: No objection, your Honor.

JUDGE HERMAN: It's received.

(Whereupon, the above-mentioned document was received into evidence, as of today's date.)

BY MR. WEINRICH:

Q Do you recall if you had any further conversation with Carmine Gonzalez at her home, Mr. Sciacca?

A Yes.

I asked her if she knew of anyone else that I could visit, you know, that she knew in the shop.

She said she had a friend in the shop called Ana Nemec.

That evening she told me where she lived.

Q Did you subsequently visit Ana Nemec?

A Yes; not that evening, no.

Q Well, do you recall when?

A Oh, it was about two or three days later, I think, I got to see Ana.

Q And where did you see Ana Nemec?

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A At her home.

Q At her home?

A Yes.

Q Was anyone else present with you at that time?

A No.

Q If you recall, will you tell us what, if anything, you said to Ana Nemec and what, if anything, Ana Nemec said to you during the conversation which took place at her home?

A Oh, we talked about a lot of things.

I was there for about an hour. I explained the union benefits to her in great detail.

I gave her some literature so she can read and understand more.

I talked about Puerto Rico and was she Spanish.

I spent an hour in the living room with her.

Her husband was present.

Q Do you recall if you gave her anything at that time?

A Yes.

I gave her a card in English.

I said to her, "Ana, if you don't understand the card, would you rather have it in Spanish so you can understand it better?"

She said, "Yes, fine. I can read Spanish better than English."

Q Was the card --

A So I handed her an authorization card in Spanish.

Q In what language did the conversation in which you spoke with take place?

A English.

Q Do you recall if you told her anything about the card in English?

A Well, I explained to her, in English, that the card, you know, was the same exact thing.

Q Well, what did you say?

A To her?

Q Yes.

A That this here card authorizes the union to represent you and the ILGWU will bargain for you.

Q And what, if anything, did Ana Nemec do with the card that you gave her, if you observed?

A She read it and signed it in its entirety.

Q And what did she do with the card after she signed it?

A She handed it back to me.

MR. WEINRICH: Would you please mark this as General Counsel's Exhibit No. 4 for the purposes of identification, please.

(Whereupon, the above-mentioned document was received and marked as General Counsel's Exhibit No. 4 for identification, as of today's date.)

BY MR. WEINRICH:

Q Mr. Sciacca, I show you General Counsel's Exhibit No. 4 for the purposes of identification, and ask you to identify this document, if you can, please?

(Handing.)

A Yes.

Q What is it?

A This is the card that Ana Nemec signed on October -- excuse me -- on August 9, 1974.

Q Now, Mr. Sciacca, do you read Spanish?

A No.

Q So, is it correct that you don't know what that card says on the top?

A Correct.

I gave her both. I gave her one in English and one in Spanish.

She said she'd rather sign the one in Spanish. She was able to read both.

MR. WEINRICH: Your Honor, I ask that General Counsel's Exhibit No. 4 be marked in evidence.

I will, before Mr. Sciacca leaves the stand, make arrangements for the Spanish interpreter to read the -- to tell us what the card says in English so our record is clear.

JUDGE HERMAN: Do you have any objection, Mr. Scher?

MR. SCHER: I recognize Spanish. I'm willing to stipulate that the -- that the language portion at the top of the card marked G.C. Exhibit 4 for identification, is identical with the English counterpart on G.C. Exhibits 2 and 3.

JUDGE HERMAN: So you have no objection?

MR. SCHER: No objection, your Honor.

JUDGE HERMAN: Very well.

The card is received.

(Whereupon, the above-mentioned document was received into evidence, as of today's date.)

MR. WEINRICH: Thank you, Mr. Scher.

BY MR. WEINRICH:

Q Mr. Sciacca, following your visit with Ana Nemec, did there come a time when you had occasion to speak with any other employees of Solboro Knitting?

A Yes.

Q Will you tell us with whom you next spoke, if you recall?

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A I believe my next visit was with Josephine O'Connell.

Q Did you visit Josephone O'Connell at some point?

A Yes, yes.

Q Do you recall when your visit with Josephine O'Connell took place?

A I believe it was October, the first week in October.

Q Of what year?

A 1974.

Q And where did you speak with Josephine O'Connell?

A At her home.

Q And was anyone else present during your conversation with Josephine O'Connell?

A Yes.

Q Who?

A Her husband was present.

Q I see.

Will you tell, Mr. Sciacca, what, if anything, you said to Josephine O'Connell and what, if anything, she said to you during this conversation at her home?

A Yes.

When I knocked at the door, Josephine opened the door and she says, "I was expecting you because

I hear talk in the shop about you coming out visiting people in the evening."

She says, "Come right in. I knew you were coming."

Q What did you say?

A She invited me into the living room.

I sat down on the couch, next to her. Her husband sat down next to her.

Then I handed her literature, Blue Cross, Blue Shield, Major Medical plan and explained to her in detail why I was there.

Q Well, what did you say to her?

A That I am from the International Ladies' Garment Workers' Union, Local 107, and I'm here to try to organize your shop and explain the union benefits to her.

I handed her an authorization card.

I says to her to read it and if you are willing to sign it, that's fine.

Q Do you recall if you told her anything else about the authorization card that you handed to her?

A I said to her that this card here represents the International Ladies' Garment Workers' Union, Local 107, to represent you for collective bargaining purposes.

Q And what did Josephine O'Connell do with the card, if you observed?

A She held it for a while. She spoke to me about the union, we talked about the union for about 10 or 15 minutes.

Also, her husband asked me a few questions.

I answered him, too.

She says, "You know, I don't know if I should sign this card."

I says, "Why?"

"Well, the boss and I are talking about making me a forelady."

I said, "Do you hire and fire people now?"

She said, "No, but we're just in the talking stage."

I said, "All right, if you want to sign it, fine."

She signed the card in its entirety and handed it back to me in her living room.

MR. WEINRICH: This is General Counsel's Exhibit No. 5 for identification, please.

(Whereupon, the above-mentioned document was received and marked as General Counsel's Exhibit No. 5 for identification, as of today's date.)

BY MR. WEINRICH:

Q Mr. Sciacca, I show you General Counsel's Exhibit No. 5 marked for identification purposes, and ask you if you can identify this document?

(Handing.)

A Yes.

Q If you can, tell us what it is?

A This is an International Ladies' Workers' authorization card, dated at 10/1/74, signed by Josephine O'Connell.

This authorization card is a free choice of hers to sign it for the union to represent her.

Q Well, Mr. Sciacca, you testified to a conversation with Mrs. O'Connell.

A Yes.

Q Do you recall if this is the card that Mrs. O'Connell returned to you?

A Yes, this is the same card she gave back to me in her living room.

MR. WEINRICH: Your Honor, I ask that General Counsel's Exhibit marked for identification, be entered into evidence.

JUDGE HERMAN: Any objection?

MR. SCHER: No objection.

JUDGE HERMAN: It's received.

(Whereupon, the above-mentioned document was received into evidence, as of today's date.)

BY MR. WEINRICH:

Q Do you recall if Josephine O'Connell said anything to you, Mr. Sciacca, on the night of October 1, 1974?

A Oh, yes.

As I was leaving, she said to me, "Did you visit Carmela?"

I said, "No, not yet."

She said, "Well, she lives just right around the corner from here."

She explained to me how to get there.

I visited Carmela Cacoperdo, or something or other.

I don't know how to pronounce the second name. Carpapudo I think it is.

I said, "Thank you very much. I will visit her tonight."

Q Mr. Sciacca, did you visit Carmela Cacoperdo?

A Yes, I visited her right after I left O'Connell's house.

Q And where did the visit take place?

A At her home.

Q Was anyone else present?

A No.

Q Will you tell us, if you recall, what, if anything, you said to Carmela Cacopardo, and what if anything, she said to you during the conversation which took place at her home?

A Well, we didn't talk too much.

She was very frightened that I went to visit her.

I says, "O'Connell sent me here, your neighbor, to visit you about the union."

So she said, "Well, I don't know too much about it."

I said, "I'll explain it to you if you want me to explain it to you."

She said, "No.

"Let me go back to the plant and talk to the girls and I want to find out about it for myself."

That's what I said.

I said,"Okay; fine."

Then I left.

Q Did there come a time when you again spoke to Mrs. Cac [illegible]

A I think a few days later I went back to her home and asked her if she spoke to the girls about the union and was she willing to sit down and talk

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to me about what she wants to know about the benefits or anything else.

Q Well, where did that take place?

A In her kitchen at her home.

Q And did you speak with her at that time?

A Yes, I did, I spoke to her for about an hour, an hour and a half.

Q If you recall, will you tell us what you told her at that time and what she said to you?

A She said she's been a member of a union before and she showed me a union book that she had, but it was a different union, a completely different union, an indipendent union.

I explained to her that this has nothing to do with us and that the International Ladies' Garment Workers' Union is different completely.

Q Do you recall if you gave her anything at that time?

A Yes.

Q What?

A I gave her an authorization card.

I, also, gave her leaflets on the Blue Cross and Major Medical plans. I think I handed her my card, also, and explained to her who I was, what I'm doing here and here's an authorization card from the

International Ladies' Garment Workers' Union and read it and this card actually has you represent me to bargain for you -- the union represent you to bargain for you.

Q Do you recall if you said anything else to her about the card?

A No, I don't.

MR. WEINRICH: Would you please mark this as General Counsel's Exhibit No. 6 for identification, please.

(Whereupon, the above-mentioned document was received and marked as General Counsel's Exhibit No. 6 for identification, as of today's date.)

BY MR. WEINRICH:

Q Mr. Sciacca, what, if anything, did Mrs. Cacoperdo do with the card after you gave it to her?

A Well, she was worried about me showing the card to anybody else, would the boss find out, will I get fired, will I -- you know.

I said, "No. It's confidential. I get the card and it remains in our vault at the office.

"Nobody knows about it."

Q Did she sign the card?

· She signed the card in its entirety.

Can I see it, please?

Maybe she didn't. Can I see the card, please?

Q Well, just hold on.

A Okay.

Q Do you recall whether she signed the card?

A Yes.

Q And what did she do with the card after she signed it?

A She handed it back to me in the kitchen, on the kitchen table.

Q I show you General Counsel's Exhibit No. 6 marked for identification purposes, and ask you if you can identify this document?

(Handing.)

A Yes.

Q What is it?

A It's an authorization card --

JUDGE HERMAN: Is that the card you've testified about?

THE WITNESS: Yes, yes.

MR. WEINRICH: Your Honor, I ask that General Counsel's Exhibit No. 6, which is marked for identification purposes, be entered into evidence at this time.

JUDGE HERMAN: Any objection?

MR. SCHER: No objection, your Honor.

JUDGE HERMAN: It's received.

(Whereupon, the above-mentioned document was received into evidence, as of today's date.)

BY MR. WEINRICH:

Q Mr. Sciacca --

A Yes.

Q -- following your discussion with Carmela Cacoperdo or possibly even during the period between your discussions with Mrs. Cacoperdo, do you recall if you spoke to any of the other employees of Solboro Knitting Mills?

A Excuse me.

Was that after I visit her, you say?

Q Well, you testified that you saw Mrs. Cacoperdo on two occasions.

A Yes.

Q Did you speak with any other employees of Solboro Knitting Mills either between your visits with Mrs. Cacoperdo or after your last visit with Mrs. Cacoperdo?

A Oh, I spoke to Grace several times. I spoke to Carmen several times.

I think I visited Ana Nemec a few times, three or four times.

I visited several workers several times even though they signed cards.

Q Do you recall -- well, do you recall if you gave authorization cards to any employees of Solboro Knitting Mills other than those that you've already testified to?

A Yes.

Q Now, who else did you give an authorization card to?

A Donna Moravec.

Q Okay.

Let's stop there for a minute.

A Right.

Q Do you recall when you spoke with Donna Moravec?

A I made several visits to her home.

The first time I visited hwe was prior to her signing the card. She was very frightened. I spent a half an hour with her at her home.

I asked her that if she would want more time to think about it. I gave her literature. I told her to talk to the girls in the shop about it. I told her that would be a good idea.

That night she didn't sign, but several nights after that she did.

Q Okay.

Do you recall when you first spoke to Donna Moravec?

A I think it was about a week or three or four days prior to her signing the card.

That's all I can remember.

Q Do you recall when she signed the card?

A In the first week in October sometime.

Q Do you recall where your conversation took place with her when she signed the card?

A Yes.

Q Where?

A That particular visit I remember because Grace Rugolo came with me because Donna was very frightened.

I said to her that if you would rather have a girl in the shop come with me so you feel relieved about it, I will.

She said yes.

Grace made the visit with me that particular night. We went down to Donna's home again.

Q And will you tell us what, if anything, you said to Donna Moravec in her home in the presence of Grace Rugolo about the authorization card which you gave her?

A I says, "Make sure that you know what you're signing."

I says, "Read it."

I explained to her what it's for.

Q Well, what did you say to her?

When you say you explained to her what it's for, will you tell us what you said to her about the card?

A I said to her, "This is an authorization card of the International Ladies' Garment Workers' Union for you to read. Your free choice, sign it if you want to so that the union can represent you."

Q What, if anything, did Donna Moravec do with the card?

A She read the card and signed it in its entirety.

Q And after she signed the card, do you recall what she did with it?

A She handed it back to me.

MR. WEINRICH: Mark this as General Counsel's Exhibit No. 7 for identification purposes, please.

(Whereupon, the above-mentioned document was received and marked as General Counsel's Exhibit No. 7 for identification, as of today's date.)

BY MR. WEINRICH:

Q Mr. Sciacca, I show you General Counsel's Exhibit No. 7, marked for identification purposes, and ask if you can identify this document?

(Handing.)

A Yes.

Q Will you tell us what that document is?

A It's an authorization card --

JUDGE HERMAN: Is that the card you've just testified about?

THE WITNESS: Yes.

JUDGE HERMAN: All right.

BY MR. WEINRICH:

Q Mr. Sciacca, did --

JUDGE HERMAN: Are you offering that card, Mr. Weinrich?

MR. WEINRICH: I'm sorry.

Thank you, your Honor,

Yes, I'd like to offer General Counsel's Exhibit No. 7 marked for identification, into evidence, your Honor.

JUDGE HERMAN: Any objection?

MR. SCHER: No objection.

JUDGE HERMAN: Received.

(Whereupon, the above-mentioned document was received into evidence, as of today's date.)

BY MR. WEINRICH:

Q Mr. Sciacca, do you recall if you visited and gave authorization cards to any other employees of Solboro Knitting Mills?

A Yes.

Q Will you tell us the name or names of those employees?

A I visited Mary White.

Q Okay, let's take Mary White for a second.

A Next, I think.

Q Do you recall when you visited Mary White?

A Well, I called Mary White on the telephone prior to my visit because I didn't know how to get to her house.

It was an apartment house. It was a big complex.

I didn't understand how to get there.

I called her one evening and spoke to her about the union and told her who I was and that I was going to pay a visit to her.

She says, "Fine."

She wanted time to talk to other girls about it. I think I called her up several times. She explained to me how to get there. I did one evening.

Q Was anyone else present with you when you went to Mary White's home one evening?

A No.

I was alone that evening.

Q Did you give Mary White anything on that occasion?

A Yes.

We spoke about the union for about an hour. Her husband was present.

I explained to her about the benefits.

She asked me a lot of questions.

I answered her. I told her, "Here is an authorization card. If you are interested, read it and understand it, understand why I'm here, what you're doing. If you want to, sign it."

Her husband was a union member. He explained to her about the union benefits that he had.

He suggested that she would also read it and sign it.

Q What did Mary White do with the card, if you recall?

A She signed it in front of me and handed it back to me.

MR. WEINRICH: Mark this as General Counsel's

Exhibit No. 8 for identification.

(Handing.)

(Whereupon, the above-mentioned document was received and marked as General Counsel's Exhibit No. 8 for identification, as of today's date.)

BY MR. WEINRICH:

Q Mr. Sciacca, did you tell Mary White anything else about the authorization card?

A Yes.

I explained to her that it's an authorization card for the International Ladies' Garment Workers' Union, Local 107, to represent you for collective bargaining purposes, it authorizes us, the card, you know, to do that.

Q I show you General Counsel's Exhibit No. 8 marked for identification, Mr. Sciacca, and ask you if this is the card which you have already testified to?

(Handing.)

A Yes, it is.

MR. WEINRICH: Your Honor, I ask that General Counsel's Exhibit No. 8 marked for identification purposes, be entered into evidence at this time.

JUDGE HERMAN: Any objection?

MR. SCHER: No objection, your Honor.

JUDGE HERMAN: It's received.

(Whereupon, the above-mentioned document was received into evidence, as of today's date.)

BY MR. WEINRICH:

Q Mr. Sciacca. did you give authorization cards to any other employees of Solboro Knitting Mills?

A I remember Clara Rhatigan visiting also one of the workers, Margaret Passannante.

Q Well, do you recall if you had given a card to anybody else?

A Oh, yes, yes, yes.

Q Who?

A Joyce Brown. I forgot all about her.

That was on the same evening I visited Joyce Brown, also.

Q The same evening --

A Before I got to Mary's house.

Q The same evening as you visited who?

A Mary White.

Q And where did you visit Joyce Brown?

A At her home.

Q Did you give her an authorization card at that time?

BEFORE THE NATIONAL LABOR RELATIONS BOARD

REGION 29

--x

IN THE MATTER OF: :

SOLBORO KNITTING MILLS, INC., :

Respondent, :

Case No.
:29-CA-4053

-and-

LOCAL 107, INTERNATIONAL LADIES' :
GARMENT WORKERS' UNION, AFL-CIO,
:
Charging Party.
:
--x

16 Court Street
Brooklyn, New York

Tuesday, February 18, 1975

The above-entitled matter came on for hearing pursuant to notice, at 11:15 a.m.

BEFORE: IRVING M. HERMAN, Administrative Law Judge

APPEARANCES:

HAROLD WEINRICH, ESQ.,	counsel for the General Counsel.
MARTIN H. SCHER, ESQ.,	of Counsel, Rains, Pogrebin & Scher, Esqs., 210 Old Country Road, Mineola, New York 11501 AOBO Respondent
LESTER KUSHNER, ESQ.,	1710 Broadway, New York, New York AOBO Charging Party

A Yes.

Q Do you recall what you said to her about the card?

A Well, she's been a union member, too, of the International Ladies' Garment Workers' Union 4, and understood what I was doing and why I was there.

I explained to her, I says, I read the card and understand why I'm here.

She did. Her husband was present.

Q Was there anything else that you remember saying about the card?

A That this card here authorizes the union, the International Ladies' Garment Workers' Union, Local 107, to represent you for collective bargaining.

Q All right.

A She understood and signed it in its entirety. She then gave it back to me.

MR. WEINRICH: Would you please mark this as General Counsel's Exhibit No. 9 for identification purposes, please.

(Whereupon, the above-mentioned document was received and marked as General Counsel's Exhibit No. 9 for identification, as of today's date.)

BY MR. WEINRICH:

Q Mr. Sciacca, I show you General Counsel's

Exhibit No. 9 for identification purposes at this time, and ask you if this is the card which you have just testified to?

(Handing.)

A This is the authorization card I just testified to, yes.

MR. WEINRICH: Your Honor, I ask that General Counsel's Exhibit No. 9 marked for identification purposes, be admitted into evidence at this time.

JUDGE HERMAN: Any objection?

MR. SCHER: No objection, your Honor.

JUDGE HERMAN: Received.

(Whereupon, the above-mentioned document was received into evidence, as of today's date.)

BY MR. WEINRICH:

Q Now, Mr. Sciacca, if you recall, will you tell us, as of October 4, 1974, how many signed authorization cards Local 107 had in its possession from the employees of Solboro Knitting Mills, Inc?

A We had nine signed cards with the card that Clara Rhatigan had signed from Mary Parianti, or whatever her name is.

Q And, to your knowledge -- withdrawn.

Mr. Sciacca, did there come a time when you had occasion to speak with any representative of the Solboro Knitting Mills, Inc?

A Yes.

Q And when did your conversation with a representative of Solboro Knitting Mills, Inc. take place?

A On the morning of October 4, Friday, at 8:30 a.m. in the morning.

Q And with whom did you speak?

A I spoke to Mr. Harkavy.

Q And where did you speak with Mr. Harkavy?

A Well, when I walked into the front of the building, the office, -- I didn't know where the office was, so I walked into the building and turned left to an open door in his office.

Q The building you're referring to is --

A At the plant.

Q -- the Solboro plant?

A Yes.

Q All right.

Was anyone else present in the office that you described?

A Clara Rhatigan and this woman right here. (Indicating.)

JUDGE HERMAN: Which woman right here?

THE WITNESS: His wife.

JUDGE HERMAN: Pointing to whom?

THE WITNESS: Mrs. Harkavy.

JUDGE HERMAN: To the lady sitting next to Mr. Scher?

THE WITNESS: Yes.

JUDGE HERMAN: Is that Mr. Harkavy, Mr. Scher?

MR. SCHER: Yes.

BY MR. WEINRICH:

Q Were you referring to the woman sitting next to Mr. Scher?

A Yes.

JUDGE HERMAN: We have that already, Mr. Weinrich.

MR. WEINRICH: Yes, sir.

May the record note that the woman has identified herself as Mrs. Harkavy, please.

JUDGE HERMAN: Go ahead.

BY MR. WEINRICH:

Q Had you ever met Mr. Harkavy or seen Mr. Harkavy before?

A Yes, several times when I was in the neighborhood I saw him outside. He's a tall, heavy man. I've seen him several times before I visited the plant.

Q Did you have a conversation with Mr. Harkavy that morning?

A Yes.

Q If you recall, Mr. Sciacca, will you tell us what you said to Mr. Harkavy during this conversation and what Mr. Harkavy said to you, if anything?

A Well, I walked in and handed him my identification card.

He took the card, read it.

I says that Clara and I are here to demand recognition that the union, Local 107 of the International Ladies' Garment Workers' Union represents the production workers and we are willing to prove this, sit down with you and prove this to you.

He says, "Is this the way you fellows come into a shop?"

I said, "Yes. That's our procedure."

"Why is there another way to come in here?"

He said, "Don't you notify me first."

I said, "No. This is the way we do it, in person. I'll be glad to send you a telegram confirming my visit of this morning," which I did.

And he complained about having his breadfast, this is no time to see me, I'm having my breadfast.

He was eating some jelly and toast.

I said that I'm sorry to disturb your breakfast but this is why I'm here.

Q Okay.

You testified --

A He said, "Okay. I'll get in touch with you."

Q Who said that?

A Mr. Harkavy.

Q Did Mrs. Harkavy say anything?

A Not a word.

Q Okay.

Do you recall if you said anything else to Mr. Harkavy during your conversation?

A I don't recall.

Q Do you recall -- well, you testified that you told him you represented his production and maintenance workers.

A Yes.

MR. SCHER: Objection.

THE WITNESS: What?

JUDGE HERMAN: Please.

MR. SCHER: The witness didn't use that language, your Honor.

JUDGE HERMAN: I think the record will speak for itself.

The objection is overruled.

BY MR. WEINRICH:

Q Do you recall if you said how many of his production workers you represented?

A How many?

Q Yes.

A No, not how many.

Q Well, exactly what did you say to him in that regard?

A That we represent a majority of the production and maintenance workers here and we are willing to prove our majority by sitting down at any time and we demand recognition.

And then that's when he got to say about, well, is this the way you notify me? Don't you telephone me or send me a letter prior to this? And I says no.

I says I'll be glad to confirm my visit and I'll send you a telegram in writing.

Q How long did your conversation with the Harkavys take?

A Not too long. Maybe five, 10 minutes.

Q Did you subsequently confirm or send Mr. Harkavy any written message?

A Yes.

I went back to my office that day and sent him a telegram about 12:00 noon, something like that maybe. I don't remember the time exactly.

MR. WEINRICH: Will you please mark this as General Counsel's Exhibit No. 10 for identification purposes, please.

(Whereupon, the above-mentioned document was received and marked as General Counsel's Exhibit No. 10 for identification, as of today's date.)

BY MR. WEINRICH:

Q Mr. Sciacca, I show you General Counsel's Exhibit No. 10 marked for the purposes of identification, and ask you if you can identify this document?

(Handing.)

A I --

Q Can you identify the document?

A Yes.

I just wanted to read it.

Q Oh, I'm sorry.

Have you finished reading it now?

A Yes.

Q Will you tell us what it is, please?

A It's a telegram -- it's a confirmation of a telegram that I sent to Solboro Knitting Mills on the same day of -- on the same day I went into demands.

Q And from whom did you receive this confirmation?

A From the telegram company.

They call it a mailgram. I don't understand that. That's the way they sent it back to me.

Q This is the copy you received?

A Yes, yes.

I don't understand why they put mailgram instead of telegram.

MR. WEINRICH: Your Honor, I ask that General Counsel's Exhibit No. 10 marked for identification, be admitted into evidence at this time.

JUDGE HERMAN: Any objection?

MR. SCHER: No objection.

JUDGE HERMAN: Received.

(Whereupon, the above-mentioned document was received into evidence, as of today's date.)

BY MR. WEINRICH:

Q Mr. Sciacca, following your conversation with Mr. Harkavy of October 4, 1974 --

A Yes.

Q -- did you, on any subsequent occasion or at any subsequent time, have occasion to visit Respondent's place of business?

A Yes.

Q Will you tell us when that was, if you recall?

A Yes.

It was a Tuesday, October 8th, about 7:30 in the morning.

Q Who, if anyone else, was present with you at that time?

A Well, I called Clara Rhatigan the night before and told her to meet me at the company and to pick up Margaret Passannante and meet me at the company about 7:30 tomorrow morning that we are going to give out leaflets that morning.

I asked her to help me.

Q Okay.

When you arrived, Mr. Sciacca, were any other employees of Solboro present to hand out leaflets?

A Yes.

I called up about three or four more the evening before the leaflets and asked if they would do the same, if they're willing to do the same.

They said yes.

Q Who are these three or four more employees?

A Grace Rugulo, Donna Moravec, Joyce Brown, Mary White, Clara Rhatigan and Margaret Passannante.

Q So those were the people -- strike that.

Were those the people who were present on that morning?

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A Yes.

Q Okay.

Did you give these people anything?

A Yes.

Q What did you give them?

A I gave them a leaflet which is called "The Voice Of Local 107", explaining quite a bit of the benefits that the union has.

Q Did you give the employees anything else?

A Yes.

Q What was that?

A I asked them if they would wear a green button with white lettering which says, "The Union For Me, International Ladies' Garment Workers' Union."

I handed them some leaflets to give out with me.

Q Mr. Sciacca, if you recall, will you tell us where you and the employees you mentioned stationed yourselves?

A Yes.

There are two driveways to the plant. I was on the left driveway in the front of the building. I was about maybe five to seven feet on that driveway from the street itself.

Q And who was standing with you?

A All the names?

Q Yes.

A Margaret Passannante, Mary White, Donna Moravec, Clara Rhatigan, Grace Rugolo.

Q Okay.

Do you recall if any of these employees standing with you were wearing the button that you described?

A I gave the buttons prior to them, right, as we were walking towards the driveway to give out leaflets. They all had buttons on.

Q Okay.

What did you do with the leaflets that you had?

A I gave the girls a few leaflets apiece to give out to the girls as they came into the plant.

Q Did you see any employees arrive at work that morning?

A Yes, it was an unusual morning. The girls at the plant usually drive in. This morning they walked in from a different area.

Q You don't know why, though?

A No, I don't know why.

They usually drive into the driveway.

Q Now, Mr. Sciacca, did you have occasion to see Mr. or Mrs. Harkavy on that morning?

A Yes.

Q At about what time?

A About a quarter to 8:00, I guess.

Q And where did you see them?

A Driving in the driveway where we were standing.

Q And who was standing with you --

JUDGE HERMAN: Did you say see them? You asked --

BY MR. WEINRICH:

Q Well, whom did you see?

A Actually driving in the car?

Q Yes.

A Mr. and Mrs. Harkavy.

Q Were they in the same car?

A Yes.

Q And when you saw Mr. and Mrs. Harkavy drive in, who was standing with you at that time?

A All the girls right along the line.

Q Who?

A Margaret, Mary White, Grace Rugolo, Joyce Brown, Mary White, Clara Rhatigan.

Q Did you have occasion to speak --

A And Donna.

Q -- with Mr. Harkavy at that time?

A No.

He opened up his window.

I says, "Good morning. How are you?"

Q Had he stopped his car?

A Yes, right where we were standing, just entering--

Q About how far away was he from you?

A Five feet, six feet. I was right on his driveway as he was entering, all of us were, all lined up.

Q Okay.

Tell us, if you recall, what, if anything, Mr. Harkavy said to you?

A He opened his window.

I says, Good morning."

Her says, "Well, don't you know you're on my property. Get the hell out."

I says, "No, I'm not on your property. Call the cops if you want. If they think it's your property, I'll get off."

Q What did Mr. Harkavy do then?

A He closed his window and went into the plant, which is about 30 more feet to the plant or 40 feet.

Q About how long did your conversation with Mr. Harkavy take?

A At that time?

Q Right.

A Two minutes, a minute and a half. It was very

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short.

Q And after Mr. and Mrs. Harkavy drove in, what did you do?

A I think I sat in my car for a half an hour or so and waited. That's all.

Q Did anybody continue to hand out leaflets?

A Oh, excuse me.

You're talking about -- are you talking about leaflets?

Q Yes.

A Yes, the girls were giving out leaflets, Grace and Mary White and some of the other girls, too.

I think Josephine, Carmela and another worker, I don't remember her name, I think it was Mildred, Mildred Eve; I don't konw.

Q Were they handing out leaflets or did they receive leaflets, the people you just mentioned?

A Grace and I think Mary White were giving leaflets to Josephine, Carmela and Mildred, I think.

Q For how long did the leafletting continue?

A Well, there are not too many workers at the plant, so it continued for about 15, 20 minutes.

Q And about what time did you leave, Mr. Sciacca?

A I stayed a half hour longer. I sat in my car and just waited there.

Q Do you know what the employees that were handing out leaflets with you did?

A Yes.

Well, Clara took home Margaret Passannante -- I don't know how to pronounce the name --

Q Yes?

A -- and Mary White had her own car, so she drove herself home.

Donna Moravec, Joyce Brown, Grace Rugolo walked into the plant with their buttons on about five to 8:00.

MR. WEINRICH: Will you please mark this as General Counsel's Exhibit No. 11 for identification, please.

(Whereupon, the above-mentioned document was received and marked as General Counsel's Exhibit No. 11 for identification, as of today's date.)

BY MR. WEINRICH:

Q Mr. Sciacca, I show you General Counsel's Exhibit No. 11 marked for identification purposes, and ask you if you can identify this?

(Handing.)

A Yes.

Q What is it?

JUDGE HERMAN: Is that the button you just

(Whereupon, the above-mentioned document was received into evidence, as of today's date.)

BY MR. WEINBERG:

Q Mr. Sciacca, following October the 8th of 1974, did you have any other occasion to speak with the Solboro employer, Mr. or Mrs. Harkavy?

A Subsequent to the 8th?

Q After October the 8th.

A No.

Q Have you had occasion to visit the Solboro plant after October the 8th?

A No.

Q Has Solboro Knitting Mills, Inc. responded to either your visit of October the 4th or your telegram of the same date, as of today?

A No response from the company.

MR. WEINRICH: I have no further questions of the witness, Mr. Sciacca.

JUDGE HERMAN: Mr. Kushner, do you have any questions?

MR. KUSHNER: I have no questions at this time, your Honor?

JUDGE HERMAN: You may cross-examine, Mr. Scher.

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AFTERNOON SESSION

(Resumed at 2:00 p.m.)

JUDGE HERMAN: On the record.

Mr. Sciacca, the oath you took earlier is still binding.

You understand that, of course?

THE WITNESS: Yes.

JUDGE HERMAN: Mr. Scher.

CROSS EXAMINATION

BY MR. SCHER:

Q Mr. Sciacca, you testified that starting with July 31st, you were organizing the employees at Solboro Knitting Mills.

Is that correct?

A Yes.

Q And then you gave an affidavit to an agent of the National Labor Relations Board in which -- and this affidavit that you provided to the Board was in November; is that correct?

A Yes.

Q Now, when you gave this affidavit -- and as you testified here today -- you recounted each of the people that you visited and each of the cards that were signed in your presence.

Is that correct?

A Yes.

Q And so it is that, for example, you described to us in your testimony today, the signing of a card on July 31st, the signing of a card on August 9th, the signing of a card on October 1; correct?

A Correct.

Q Now, Mr. Sciacca, with respect to the cards that were signed after October 1 --

A Yes.

Q -- is it possible that some of those cards were signed on or after the period, the time on October 4th after you had seen Mr. Harkavy?

A Oh, no.

Q Well, when you gave this affidavit back in November --

A Yes.

Q -- wasn't your recollection of the events of what had taken place in organizing the various people fairly fresh in relation to your visit to Mr. Harkavy in October?

A Yes.

Q And can you tell us any reason why, for example, you would have gone into the details of each of the organization efforts with respect to all of the employees on the dates that I just described to you --

July 31st, August 9th, October 1st and not have continued on to describe that organization effort to the Board agent that you gave this statement to in November?

A I don't follow the question.

Q Why did you thereafter in providing the Board agent with an affidavit as to the continued organization efforts, why did you, in summary form, then state to the agent that there were several other people that you had organized and merely provided him with the names as compared to describing the exact organization effort you went through and the date, etcetera?

MR. WEINRICH: Your Honor, at this time I'd like to object and ask that if the witness is going to be questioned concerning matters appearing or not appearing in his statement, that he be afforded an opportunity to see his statement.

JUDGE HERMAN: That motion is granted.

In other words, if you're going to ask the witness questions about his affidavit, show him his affidavit, let him refresh his recollection as to what he put into that affidavit, and then question him about it.

MR. SCHER: All right.

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BY MR. SCHER:

Q Mr. Sciacca, do you recall making a statement to the Board agent in November of 1974, after having described your organizational efforts with various employees through October 1st, that between yourself and Mrs. Rhatigan, there were other employees listed in your affidavit who had signed up with the union by October 4, 1974?

A Yes.

Q Do you recall making that statement?

A Yes.

JUDGE HERMAN: Speak up, please.

THE WITNESS: I'm sorry, your Honor.

A Yes.

Q All right.

Now, when you say by October 4th -- when you said by October 4, 1974, Mr. Sciacca, how is it that you didn't say by October 3, 1974, which was the day before you had gone to see Mr. Harkavy?

A Because I made several visits to these people on the 3rd, also, prior to the 3rd.

It was not just the first visit on the 3rd. I made prior visits to the 3rd before I got to the 3rd, signing of the particular authorization cards.

Q Well, isn't it a fact that after you had spoken

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to Mr. Harkavy, you then also went out by the garage and spoke to more employees?

A No.

Q That isn't a fact?

A No, no.

Q Isn't it a fact, Mr. Sciacca, that, for example, employee Donna Moravec was signed up later in the day after you had seen Mr. Harkavy on October 4th, later in the day after you had seen Mr. Harkavy?

A October 4th was the say of recognition. I signed her on the day prior.

Q You signed her on the day prior?

A Prior, yes.

Q Well, I ask you to look at your affidavit, Mr. Sciacca, where you have specifically recited to the Board agent each and every visit to an employee's hime and tell us if anywheres in that affidavit there appears any description of an organizing effort on your behalf or a visit to the home for the signing up of the card of employee Donna Moravec or employee Mary White or employee Joyce Brown, as you testified here today?

(Handing.)

A Did I make prior visits to these people prior to the signing?

Q I ask you if in this affidavit which you gave in November of 1974 when you indicated your memory was fairly fresh --

A Oh, oh.

Q -- of what was happening in organizing, if there's anything in that affidavit about your having visited and gotten the cards signed by employees Moravec or White or Brown.

A No.

I see what you mean.

Oh, no.

Q Nothing in there?

A No.

Q And when you gave this affidavit to the Board agent, was this not your best memory and your best recollection as to the events that had happened just a couple of months -- just a month actually before?

A Yes, but we never got into the detail of each --

Q Would you say you had a better recollection in November of things that happened in October than you have some three months later now in mid-February?

A I would say so, but sometimes you come up with things that you forgotten to tell the Board agent that you can come up with later.

Q Well, you don't deny that you went into great detail in giving your affidavit to the board agent about the visit to each and every one of the employees that you organized and visited the homes of and who was there all the way up through Mrs. Cacoperdo; correct?

A Yes.

Q And then there's nothing in this affidavit that says anything about any further organizational effort or any other card signed; correct?

A I understand, but --

MR. WEINRICH: Objection, your Honor.

A I didn't go into detail for those.

MR. WEINRICH: Counsel is referring to a statement which he's holding. He has shown it to the witness on one occasion, but now he is misrepresenting what the statement says.

Obviously it's advertently, but I still think that the record should be clear and the witness should be shown the statement to see if he did make any other reference to organizing efforts.

JUDGE HERMAN: I understood the witness to be accepting counsel's statement as to his failure to mention visiting those three-named individuals.

MR. WEINRICH: Well, I may have misunderstood myself, but I thought that I heard counsel to say that the statement made no other reference to organizing efforts after a Mrs. Cacoperdo.

JUDGE HERMAN: Well, the record, of course, will show exactly what counsel asked and what the witness testified to.

My own recollection at this moment is that the witness admitted not mentioning having obtained the cards for those three individuals.

Now, if you have anything in that affidavit that's contrary that you want to bring to the witness' attention, you're free to do that, too.

MR. WEINRICH: I will, your Honor.

Thank you.

JUDGE HERMAN: Proceed.

BY MR. SCHER:

Q Mr. Sciacca, as a matter of fact, in giving your affidavit to the Board agent in November of 1974 and relaying to him other persons who had signed up by October 4th, did you or did you not indicate that these cards were signed between you and Mrs. Rhatigan?

JUDGE HERMAN: Do you understand the question?

THE WITNESS: Yes.

I think what he's trying to get to it's not --

MR. SCHER: I object.

JUDGE HERMAN: Don't tell me what he's trying to get to.

THE WITNESS: Oh.

JUDGE HERMAN: I just wanted to know if you understood the question.

If you understood the question, answer it the best you can.

A I don't quite understand it. Say it again.

Q Isn't it a fact --

A I have an idea --

Q Isn't it a fact, Mr. Sciacca, that in discussing with the Board agent, reporting to the Board agent in November of 1974, other cards of other employees that you say that you had, that you advised him that those cards were gotten between you and Mrs. Rhatigan, but that you did not say that you had obtained those cards yourself?

A Just the one card, yes, Margaret Passannante, that Clara Rhatigan got that card.

Q I ask you to refer to the bottom of page 4 of your November 1974 affidavit and tell me if you recognize this statement as your own:

"Between myself and Rhatigan, the following workers at the company signed up with the union by October 4, 1974," and then you list the names of all of these employees.

(Handing.)

A Yes, yes.

Q And nowhere in this affidavit do you indicate which of these employees, other than the ones that you testified to as having been signed on July 31st, August 6th, August 9th and October 1st, nowheres in this affidavit did you indicate any other people that you signed up personally.

Is that correct?

A That's correct, but I don't know why.

I could testify here --

JUDGE HERMAN: Just answer the question.

THE WITNESS: Oh, yes, your Honor.

JUDGE HERMAN: General Counsel can examine you on redirect. He can get other information from you then.

THE WITNESS: Okay.

BY MR. SCHER:

Q Now, is there any reason why, Mr. Sciacca, considering your testimony here today that you visited all these people on the night of October 3rd, why you would not have said to the Board agent in November of 1974, just one month later, that all of this organizing was done by October 3rd as compared to October 4th?

A Because that's what it was, the truth.

Q That it was done by October 4th?

A On the third day of October I had nine people sign cards with the help of Rhatigan, yes.

Q Well, I'd like to ask you to refer to your own statement at the bottom of page four and tell me if you see anything about October 3rd.

(Handing.)

A No.

It says October 4th.

Q It says October 4th, doesn't it?

A Yes.

Q Now, Mr. Sciacca, you testified that your visit to Mr. Harkavy in his office on the morning of October 4th was at an earlier hour of the morning.

Correct?

A Yes.

Q Did you not thereafter atalk to employees out near the garage area, employees of the company?

A Prior or subsequent?

Q After your meeting with Mr. Harkavy, after you had left seeing Mr. Harkavy, didn't you go outside and talk to some employees?

A No.

Q Didn't you have a meeting with Grace Rugolo after that in which you discussed various things?

A At the plant?

Q Not inside the plant at Mr. Harkavy's office, at --

A At her home?

Q -- after you had finished your meeting with Mr. Harkavy, did you not go outside thereafter and talk with Mrs. -- with Grace Rugolo?

A On the 4th?

Q On the 4th, yes.

A No.

Q After your meeting with Mr. Harkavy.

A No.

Q Did you talk with Mrs. Rhatigan?

A Yes, sure.

I was with her.

Q And the two of you -- did the two of you talk with certain employees?

A No.

Q Are you telling us that after you finished your meeting with Mr. Harkavy, you and Mrs. Rhatigan left talking to nobody, seeing nobody?

A That's right.

Q Just went straight out?

A Right, right.

Q If I told you that two or three employees of the company recollect having signed authorization cards for the union on the afternoon of or sometime after you had completed your meeting with Mr. Harkavy in the morning of October 4th, would that -- would that cause you to rethink the events that happened on the morning of October 4th and the rest of that day?

JUDGE HERMAN: How can he answer that question? Why don't you --

A I don't understand.

JUDGE HERMAN: Please.

Ask him the questions and see whether he does.

THE WITNESS: That's right, your Honor.

A I don't understand the question.

BY MR. SCHER:

Q Do you recall any altercation, loud talking, loud discussion, yelling, arguing between Grace Rugolo, Mrs. Rhatigan and Donna Moravec on October 4th?

A Not a word, not one word.

Q Mr. Sciacca, you stated that when you came in to see Mr. Harkavy on the morning of October 4th, you claimed that you made a demand for recognition.

Is that correct?

A Yes, on the 4th of October.

Q Now, I'd like to ask you -- I'd like to ask you--

strike that, please.

Now, you also testified, Mr. Sciacca, that you did not say how many you represented but you did say you represented a majority of production and maintenance workers and you were willing to sit down and prove it.

Is that correct?

A Yes.

Q Now, would you say you had a pretty good recollection of what you had said on that very point to Mr. Harkavy just a couple of hours later when you went back to your office and sent him a telegram?

A I think there's a variation between a telegram and my demands.

Q Oh, there is?

A That's a customary procedure.

Q It's a customary procedure to have the telegram say not what you said even when you are saying in the telegram this is to confirm what you said?

A The meaning is same.

Q Is that supposed to be helpful to the record in this case?

MR. WEINRICH: Objection.

JUDGE HERMAN: Objection sustained.

MR. SCHER: I'm just trying to get at the truth.

MR. KUSHNER: Objection, your Honor.

JUDGE HERMAN: Counsel, I --

MR. SCHER: Yes, I consider myself admonished.

BY MR. SCHER:

Q I'd like to ask you to look at General Counsel's Exhibit No. 10 and tell me where -- well, first of all, you used the word in this telegram, "confirming our visit today, repeat, " etcetera.

Now, was that for the purpose of restating to Mr. Harkavy what you had stated to him in his office earlier in the morning?

A It has a double meaning, really.

Q Well, was it at least for the purpose of what you say?

Did you mean this, that you were confirming and repeating --

A My visit to him --

Q Did you mean it when you said I'm confirming a visit and repeating what you had said to him, your own words?

A Demand for recognition, yes.

Q Now, is there anything in that telegram -- and I'm giving you a copy -- that says anything about production and maintenance workers?

A May I see it?

Q Here.

(Handing.)

A No.

Q As a matter of fact, you were asked this question by the NLRB agent in November, weren't you, as to what you actually asked him for when you made your demand for recognition?

A Yes.

Q And when you answered him, do you recall saying to him, "I am from Local 107 and 107 demands recognition. We have a majority of your workers signed to authorization cards.

"I would like to sit down with you to prove our majority for purposes of collective bargaining."

JUDGE HERMAN: Answer the question.

A Yes.

Q And is there anything in that statement that I just read to you that says anything about production and maintenance workers?

A I left it out, I think, and it's put down after, I think.

Q Is there anything in that statement which says anything about production and maintenance workers?

A No, no.

Q All right.

Now --

A Then I corrected myself.

Q Now, later on in your statement to the Board agent, did the Board agent ask you if you could state more specifically whether you had asked for a unit?

A Right.

And then I said what I said.

Q And then you said what you said?

A Right.

Q You said, "When I asked Harkavy for recognition, I asked for either production workers or production and maintenance workers."

A Right.

I don't remember which it was.

Q Prior to that you had said to him in your statement, did you not, "This is our procedure. I will be glad to confirm this by telegram. I then left."

And then you scratched that out and went on to add a statement about, "I asked Harkavy -- when I asked Harkavy for recognition, I asked for recognition, I asked for either production workers or production and maintenance workers."

A Correct.

Q Did the Board agent at that time that he solicited this statement from you, that added addition after you had first said that you had left, did he tell you that there was some legal significance about adding a phrase about production and maintenance workers?

MR. WEINRICH: Objection.

A Oh, no.

I knew.

Q You knew that yourself?

JUDGE HERMAN: The objection is overruled.

Go on.

BY MR. SCHER:

Q You knew that yourself, didn't you?

A Yes.

He never told me that. Board agents don't do things like that.

Q As a matter of fact when you scratched this provision out which said --

MR. KUSHNER: Objection.

JUDGE HERMAN: Objection to what?

He hasn't asked a question yet.

MR. KUSHNER: He's asking a question in a way that I'm not sure that witness knews what question he's asking.

JUDGE HERMAN: If the witness doesn't know what question it is, the witness should say so.

MR. KUSHNER: All right.

BY MR. SCHER:

Q As a matter of fact, when you read this over and saw your own phrase, "I then left," you had the feeling you left something out that you wanted to get in; is that right?

A That's important, yes.

Q How is it you didn't have that feeling when you sent your telegram out?

A Because the telegram is phrased differently. It has another purpose. If you read the telegram, you'll see it has another purpose.

Q Well, it has at least the purpose of saying what you you said you were saying in it, namely, to confirm and repeat, doesn't it?

Otherwise you wouldn't have used those phrases, would you?

A There are only parts of the --

JUDGE HERMAN: Don't argue with the witness.

MR. SCHER: Okay.

THE WITNESS: Should I answer that?

JUDGE HERMAN: No.

THE WITNESS: Oh.

BY MR. SCHER:

Q Now, incidentally, in this add on where you say, "I asked for either production workers or production and maintenance workers," is it also possible that you didn't ask for anything?

A No.

I didn't remember if I had production workers or production and maintenance workers.

Q But your recollection wasn't clear which you asked for?

A At that time, no.

That's why I put it down there, I didn't remember which way it was said, production workers or production and maintenance workers. Most likely it was production workers.

Q Most likely?

A Most likely.

Q But possibly not at all?

A Oh, no, no, no.

I said that. I just didn't know whether I said maintenance with it or not.

Q But you knew that it had legal significance; is that correct?

A Legal significance?

Q Yes.

A No.

Q You said a moment ago that you knew that that phrase had legal significance, that it had importance?

JUDGE HERMAN: Well, he asked the witness whether he said that. The witness is looking at the statement. He can answer the question.

BY MR. SCHER:

Q Mr. Sciacca, as a matter of fact, didn't you use the phrase to describe Mr. Harkavy's remarks to you when he drove into the lot as his having said, "Get the hell out," for the sole purpose of creating the impression that there was some animosity between the company and you when in fact there was none?

MR. WEINRICH: Objection, your Honor.

JUDGE HERMAN: Sustained.

MR. SCHER: No further questions.

JUDGE HERMAN: Any redirect?

MR. WEINRICH: Yes, your Honor.

REDIRECT EXAMINATION

BY MR. WEINRICH:

Q Mr. Sciacca, the cards, the authorization cards which are now in evidence, which you have identified -- and I show them to you, General Counsel's Exhibits 2 through 9, inclusive.

(Handing.)

Take a look at them, Mr. Sciacca.

A Yes, sir.

Q When those cards were handed to you, was all of the information filled in on those cards?

When you received them back from the various people who signed them, did the cards contain all of the information that's requested?

A Yes.

Q When you received those cards, did each of those cards bear a date?

A Yes.

Q And were those cards dated by the people who signed them?

A Yes.

Q And when those cards were returned to you, Mr. Sciacca, did you view the date that appeared on them?

A Yes, which is the first thing I do.

Q And in all of those cards that were returned to you, have the date on them upon which they were signed?

A Yes, they did.

A Now, Mr. Sciacca, on October the 4th you testified you made a demand for recognition upon the employer.

Is that correct?

A Yes.

Q At the time you made the demand for recognition, did you have cards in your possession?

A These cards?

(Indicating.)

Q Yes.

A No.

Q Now, you said that you were going to sit down and prove to him the majority, or you offered such.

A Yes.

Q How many cards did the union have in its possession at that time?

A There's one missing here.

Q How many cards?

JUDGE HERMAN: Answer the question.

THE WITNESS: Oh.

A Nine.

Q And are those eight cards you have, eight of the nine cards?

A Yes.

Q Have you -- strike that.

After meeting with the employer on October the 4th, did you have any cards signed after that date?

A No.

Q After your meeting with the employer. No?

A No.

Q Now, when you think and when you testify in

A All nine of them.

Q And out of all of the nine employees that you mentioned as having signed up by October 4th, how many of those did you, personally, sign up?

A Eight.

Q And did you have any cards signed after October the 3rd of 1974?

A No card was signed after the 3rd of October, '74.

Q Do you have any knowledge, Mr. Sciacca, as to what other types of workers are employed by Solboro Knitting Mills, Inc., besides production and maintenance workers?

Do they employ anybody else?

A No.

They're all production workers.

Q Do they have an office staff that you know of?

A I think Mrs. Harkavy is the office girl, also.

Q So, to your knowledge, besides from production and maintenance workers, they have no other employees; is that correct?

A No other employees but production workers.

MR. WEINRICH: I have no further questions, your Honor.

JUDGE HERMAN: Do you have anything, Mr. Kushner?

MR. KUSHNER: I have nothing, your Honor.

JUDGE HERMAN: Any recross?

MR. SCHER: Yes, your Honor.

RECROSS EXAMINATION

BY MR. SCHER:

Q Mr. Sciacca, did you sign anybody up on the morning of October 4th before you went in to see the Harkavys?

A No, sir.

Q Did you visit any employees at their homes after you had gotten their cards?

A Yes, many times.

Q After you had gotten their cards?

A Oh, yes.

Q Now, in any of those subsequent visits, were the employees' husbands there in some cases?

A In some cases.

Q And in some cases did you talk about union benefits?

A Might have.

Q And in some cases did you distribute literature to them about the union benefits?

A No, not after I signed, no.

Q You talked about the benefits?

A We just talked about them.

Q But didn't you give them any literature?

A The husband wanted to know more about it, I would explain it to him.

Whatever the situation may be, I would answer their questions.

Q And if you had some literature with them, you would also give it to them?

A Perhaps, yes, perhaps.

Q Now, you testified with respect to certain people that you say you saw at their homes on the night of October 3rd that their husband was present and that you gave out literature and that you talked about benefits, aside from the business of the authorization card.

Is that correct?

A Yes.

Q Are you absolutely certain that in each and every one of those cases on the night that you say you recollect as being the night of October 3rd, that those things didn't happen on some one of the subsequent visits that you had with those people on the second visit or the third visit or the fourth visit?

A I don't follow the question.

Q You testified that in the case of Mrs. Cacoperdo, that she would not sign the card for you on the first visit to her.

Correct?

A Correct.

Q And you came back and visited her two days later, you said.

Is that correct?

A Yes.

Q All right.

Now, Mr. Sciacca, isn't it a fact that the purpose of some of your subsequent visits to some of the people that you got cards from was because they also would not sign the first time?

A Sometimes, sure.

Q All right.

A It happens in all cases.

Q Now, isn't it also a fact, as you testified today, that two or three of these people that you saw, you saw for the first time on the night of October 3rd?

In fact, in one case you went right from one house to another house, did you not, on the recommendation of that first employee?

A I visited Carmela twich prior to the third and on the third.

I visited Mary twice. I talked to her on the telephone once and visited her the second time.

Joyce Brown, I've been there three or four times.

Q And she finally signed the card the last time you were there?

A No.

She signed the card the first time I was there. I just kept visiting her anyway. She signed the first night I went to her.

I went three or four times after that to talk to her, different questions she wanted to ask me about.

Q You paid personal visits to the employee's home after you had them signed a card?

A Yes, personal visits.

Q Is that your usual practice, Mr. Sciacca?

A Oh, yes; oh, yes.

Q And incidentally, let's discuss for a minute this herculian feat of visiting all of these people on the night of October 3rd.

Do they all live in the same block?

A No.

Q As a matter of fact, they lived, in some cases, considerable distances from one another; isn't that right?

A Oh, yes.

I remember that, even.

Q As a matter of fact, what was this, about a 18-hour span of time that you were organizing?

A Sometimes around the clock.

Q Did you stop in at any one of these people's houses at, say, 3:00, 4:00 in the morning?

A Not these people, no.

Some people I do.

Q How about in the case of these people --

A No.

Q -- that you say you all saw on the night of the 3rd.

A The 3rd?

Q Yes.

A You want a description?

Q Yes.

A Well, Carmela I got early in the evening.

Q What does early in the evening mean?

A I would say about 5:30, something like that.

Q Didn't you testify in her case that you spoke with her and her husband?

Did you come before supper?

A Not Carmela.

Q Did you come before supper?

A I don't know if she ate already or what. I don't remember. After supper, I think.

Q It was after supper?

A Yes, probably.

5:30. She was with her daughter or daughter-on-law that night.

Q As a matter of fact, it was a visit which took place somewheres around 8:00, 8:30 at night; isn't that correct?

A It could have been

Q Now, do you recollect where Carmela lives?

A Yes.

She lives around the corner from Josephine O'Connell in West Islip -- in West Sayville, I'm sorry.

Q In an area called Oakdale; correct?

A They call it both, I think.

Q Right.

A It's on the borderline.

Q Now, after you saw Carmela, you testified that you then went on that same night and saw Donna Moravec?

A Yes.

Q And saw Mary White?

A Yes.

Q And saw Joyce Brown?

A Yes.

Mary White I saw last because I remember I got home 11:30 that night.

Mary was my last visit.

Q Then is it your testimony --

A So it wasn't --

Q -- that between 8:30 -- you say you got home at 11:30?

A Or later. I don't remember.

Q You can't recall what time you went home?

A I might have gone to a diner and had something to eat, I was hungry and got home late. I know it was quite late when I got to her house, when I got done with her.

Q Like, 2:00 or 3:00 in the morning?

A No.

It must have been about 10:30 maybe or 11:00 o'clock.

Q Is it your testimony --

A Because I spent a lot of time in her home that evening.

Q So, is it your testimony, then, that between 8:30 and 10:30, you went from West Islip, or Oakdale, which is where Carmela Cacoperdo lives --

A Yes.

Q -- and then you went on to Bayport?

A Joyce Brown, yes, which is only a five-minute ride.

Q I don't want to disturb the order of things in which they occurred.

You then went on to Joyce Brown, you then went to Blue Point?

A Yes, only maybe five minutes from us.

Q Five minutes travelling at what speed?

A I go pretty fast.

Q 110 miles an hour?

A It's a short run from Bayport to Blue Point.

Q Maybe as the crow flies.

A Excuse me?

Q You went by car?

A Yes.

Q You then went to Joyce Brown's home in Blue Point and then you came -- and you then you went all the way out to Coram to Mary White's house; is that correct?

A No.

I made the visits locally first, which would be Donna Moravec, Joyce Brown and Carmela.

When I finished with those three people, then I went to Mary's house.

Q So you're now saying that you did not finish up that evening at Donna Moravic's house, you finished up at Mary White's house?

A Right.

Q So then you went from Oakdale over to Bayport and then from Bayport to Blue Point --

A Right.

Q -- and from Blue Point to Coram?

A Right.

Q And you did all that in two hours?

A What do you mean by two hours?

Q Well, you stated before that you got to the last person that night at 10:30.

A I got through about 10:30, 11:00 o'clock not that I got there at 10:00 o'clock.

Q And just for my own edification --

A Yes.

Q -- this was by private automobile or by private jet?

MR. WEINRICH: Objection.

Move to strike.

JUDGE HERMAN: Sustained.

A I --

JUDGE HERMAN: Don't answer that question.

THE WITNESS: Oh.

BY MR. SCHER:

Q And at these meetings, you discussed benefits, gave out literature, talked to the woman, and in some cases talked to her husband; is that correct?

A I didn't speak to Donna's husband; she don't have one.

I didn't speak to Carmela; she don't have one.

I didn't speak to Joyce Brown's because he wasn't there that evening.

Q So you spoke to Carmela's --

A Donna has no husband.

Q And Mrs. White's, two husbands?

A Mrs. White was a long visit because I spoke to her husband. That's why I got done so late that evening.

Q Mr. Sciacca, are you absolutely certain that each and every one of the cards that you say you signed up in a two-hour span between 8:30 and 10:30 at night on October 3rd, was in fact signed on October 3rd or wasn't there one or two or three that were signed after your visit to the Harkavys on the morning of October 4th?

A These cards were all signed on the 3rd day of October 1974.

MR. SCHER: No further questions.

JUDGE HERMAN: Anything further?

MR. WEINRICH: I have nothing further, your Honor.

MR. KUSHNER: No questions, your Honor.

JUDGE HERMAN: Very well.

You're excused, Mr. Sciacca.

(Witness excused.)

MR. WEINRICH: Your Honor, General Counsel calls as its next witness, Clara Rhatigan.

Whereupon,

CLARA RHATIGAN,

was called as a witness and having been first duly sworn by the Administrative Law Judge was examined and testified as follows:

DIRECT EXAMINATION

BY MR. WEINRICH:

Q What is your full name?

A Clara Rhatigan.

Q What's your home address?

A I reside at 15 Lincoln Drive, Oakdale, New York.

Q Mrs. Rhatigan -- is it Mrs?

A Yes.

Q Mrs. Rhatigan, by whom are you employed?

A I was employed by th4 International Ladies' Garment Workers' Union, Local 107, but I'm now retired.

Q When did you retire?

A I retired the end of the year.

Q The end of last year?

A Of -- yes, 1974.

Q While employed by Local 107, Mrs. Rhatigan, in what capacity were you employed?

A I was a business agent.

Q And for how long had you held that position prior to your retirement?

A Business agent eight years, but I've been with the union 22 years.

Q Did there come a time, Mrs. Rhatigan, when you had occasion to communicate with any of the employees of Solboro Knitting?

A Yes.

Q When was your first such contact?

A Well, sometime in the end of July or the beginning of August, it was with Grace Rugolo.

Q And did you speak to Grace Rugolo in person or by telephone?

A Well, at first, it was by telephone.

Q And if you recall, will you tell us what she said to you and what you said to her in that conversation?

JUDGE HERMAN: Who placed the call?

THE WITNESS: Grace called me.

JUDGE HERMAN: Yes.

What was said?

THE WITNESS: And I referred her to Mr. Sciacca.

She told me she worked, your Honor, in Solboro Knitting Mills.

So I, therefore, referred her to Mr. Sciacca, being he was the organizer.

JUDGE HERMAN: Go ahead.

BY MR. WEINRICH:

Q Did you have occasion to speak with Grace Rugolo again in connection with Solboro after this initial telephone conversation?

A Yes.

I went with Mr. Sciacca to her home.

Q And when was that, if you can recall?

A Well, it was the end of July or the beginning of August. The date would show.

JUDGE HERMAN: What do you mean by that?

THE WITNESS: Well, the date that she signed the card.

JUDGE HERMAN: Oh.

THE WITNESS: It was the end of July or the beginning of August, sometime in there, your Honor.

JUDGE HERMAN: I see.

BY MR. WEINRICH:

Q And you testified you went there with Mr. Sciacca.

Is that correct?

A Yes.

Q All right.

Did you say anything to Grace Rugolo at that time about the union authorization card?

A No.

I just introduced her to Mr. Sciacca, and he took it over from there.

Q Did you visit the homes of any of the other Solvoro employees with Mr. Sciacca?

A Yes.

Q Who?

A Carmen Gonzalez.

Q And when was that?

A It was about a week later.

Q And did you enter into any conversation with Carmen Gonzalez at that time?

A No.

I just introduced her to Mr. Sciacca, and he took it from there.

Q Did you say anything to Carmen Gonzalez about an authorization card --

A No.

Q -- at that time?

A No, I did not.

Q Did you, yourself, sign up any Solboro employees to authorization cards?

A Yes, I did.

Q Who?

A Margaret Passannante.

Q And if you recall, will you tell us when that was?

A That was on the e of October 3rd.

Q And where did you meet with Mrs. Passannante?

A I went to her house.

Q Where does she live?

A Oakdale.

Q Were you alone or was anybody with you?

A I was all alone.

Q Will you tell us, if you recall, what you said to Mrs. Passannante on that occasion and what she said to you?

A Yes.

I showed her the authorization card. I told her to read it. I told her that the authorization card, she would be represented by the union in any collective bargaining.

She read the card and she signed it and handed it back to me.

MR. WEINRICH: Will you mark this as General Counsel's Exhibit No. 12 for identification, please.

(Whereupon, the above-mentioned document was received and marked as General Counsel's Exhibit No. 12 for identification, as of today's date.)

BY MR. WEINRICH:

Q I show you General Counsel's Exhibit No. 12 marked for identification, Mrs. Rhatigan, and ask you if you can identify this document?

(Handing.)

A Yes.

Q Will you tell us what it is, please?

A It's a signed authorization card.

Q From whom?

A From Margaret Passannante.

Q Is that the card that she returned to you?

A Yes, it is.

MR. WEINRICH: Your Honor, I ask that General Counsel's Exhibit No. 12 marked for identification, be admitted into evidence at this time.

JUDGE HERMAN: Any objection?

MR. SCHER: No objection.

JUDGE HERMAN: Received.

(Whereupon, the above-mentioned document was received into evidence, as of today's date.)

BY MR. WEINRICH:

Q Is there any reason why you visited these three employees, some with Mr. Sciacca and some without Mr. Sciacca?

Had you known these employees before?

A Yes, I knew these three people previously. They were members.

Q Did there come a time, Mrs. Rhatigan, when you had occasion to visit the Solboro plant?

A Yes.

Q Do you recall when that was?

A It was the morning of October 4th.

Q Who were you with, if anyone?

A I was with Mr. Sciacca.

Q And if you remember, about what time did you arrive?

A It was about 8:30 in the morning.

Q And what did you do upon your arrival?

A We went into the plant and into the employer's office. We met Mr. and Mrs. Harkavy.

Q Is Mrs. Harkavy present in the room now?

A Yes, she is.

Q Is she sitting next to Mr. Scher?

A Yes, she is.

Q And is that the woman you saw in the office?

A Yes, it is.

Q Did you engage in any conversation?

Did you speak to Mr. and Mrs. Harkavy at that time?

A No, I did not.

Q Who spoke?

A Mr. Sciacca spoke to them.

Q Were you present during the entire conversation?

A Yes, I was.

Q If you recall, will you tell us what Mr. Sciacca said to Mr. and Mrs. Harkavy and what either of them replied in return, if anything?

A Well, he spoke to Mr. Harkavy. He introduced himself and he told Mr. Harkavy that he represented the majority of the workers and that he was there for recognition.

Mr. Harkavy replied, "I'm having my breadfast now. Can't you see? You should have notified me before you came."

Mr. Sciacca replied, "I'm notifying you now."

Mr. Harkavy said, "Send me a letter."

And that was all I know that morning.

Q About how long did the conversation take?

A Two minutes.

Q What happened after the conversation?

A Mr. Sciacca and I left immediately, walked out of the plant, got in our car and went to Bayshore.

Q Did you speak to any employees that morning?

A We spoke to no one.

Q Did you have occasion to return to the Solboro plant after the 4th of October?

A Yes, a few days later, on October the 8th.

Q And for what purpose did you return at that time?

A Well, we met with some of the workers to hand out leaflets in front of the plant.

Q And do you recall which workers you met there that morning?

A Yes.

Grace, Mary, Donna, Joyce and there was another girl there though I don't recall -- yes, Margaret.

I picked up Margaret.

Q About what time did you arrive?

A About 7:30.

Q Was anything given to the employees you mentioned that morning?

A I didn't give anything out, but the leaflets were given out to the workers who came in to work that morning.

Q Was anything given out to the people that were there to distribute the leaflets?

A Yes, they were given buttons to wear, ILGWU buttons.

Q I show you General Counsel's Exhibit 11 in evidence and ask you if this is the button?

(handing.)

A Yes, this is the button.

Q That is the type of button?

A Yes.

Q Now, where did the people that you identified as Mary, Margaret, Grace, Donna and Joyce position themselves that morning?

A Well, we was inside the -- I call it the parking area, but it was just inside the curb. I call it the parking area.

Q And where were Mr. Sciacca and yourself?

A We were all together.

Q And did you have occasion to see the employer that morning, the people that you had seen on October the 4th, Mr. and Mrs. Harkavy?

A Yes.

Q Where did you see them?

A They drove in to the area towards the plant.

Mr. Harkavy stopped the car.

Q Do you recall what he said at that time?

A Yes.

He said, "Get off my property."

Q And did anybody reply?

A I don't remember.

Q And who was standing there when he pulled up?

A All of us.

Q Well, who would that be?

A Grace, Mary, Donna, Margaret, Joyce, Mr. Sciacca and myself.

Q And what happened after the Harkavys pulled in"

A Well, we stayed around a while. We got off the property, and then we stayed around a while.

Then I took Margaret Passannante home.

That's the -- that's all of it.

Q Did you hand out any authorization cards on the morning of --

A No, I did not.

Q -- October the 8th?

A No, I did not.

Q Since October the 8th, Mrs. Rhatigan, have you had occasion to -- or, have you had anything else to do with the organization of the Solboro employees?

A No, I have not.

Q And you retired when, Mrs. Rhatigan?

A January.

Q I see.

A 1975.

MR. WEINRICH: I have no further questions.

JUDGE HERMAN: Do you have anything, Mr. Kushner?

MR. KUSHNER: I have no questions.

JUDGE HERMAN: Mr. Scher.

MR. SCHER: Mr. Weinrich, did you take a sworn statement from this witness?

JUDGE HERMAN: We don't need this on the record. Let's get this straightened out.

(Discussion off the record.)

JUDGE HERMAN: We'll be in recess for 10 minutes.

(Whereupon, a 10 minute recess was taken at 3:10 p.m.)

JUDGE HERMAN: Back on the record.

Mr. Scher.

CROSS EXAMINATION

BY MR. SCHER:

Q Mrs. Rhatigan, you were in this hearing room when Mr. Sciacca testified on cross examination by me; is that right?

A That's right.

Q Did --

JUDGE HERMAN: Will you please speak up?

THE WITNESS: I'm sorry, your Honor.

A That's right.

Q All right.

You heard the discussion, the questions and the answers, concerning what Mr. Sciacca said to the Harkavys when he asked for recognition on the morning of October 4th and the discussion about the telegram that he sent afterwards and my discussion with him about his affidavit concerning production workers or production and maintenance workers.

Do you recall that exchange between us?

A Between you two, yes.

Q Now, at the meeting on the morning of October 4th, did Mr. Sciacca say anything to the Harkavys about production workers or production and maintenance workers?

A I don't remember.

Q Did you give a statement to an agent for the National Labor Relations Board on November 6, 1974?

A Yes, I did.

Q I'd like to ask you to look at page two of your statement in the middle of that page --

A Yes, right.

Q -- in which you report upon that meeting --

on October 4th --

A Yes.

Q -- what Mr. Sciacca said to the union --

A Yes.

Q -- and your report to the Board agent as to your recollection as to what Mr. Sciacca said.

Would you read to us, starting with Sciacca--

JUDGE HERMAN: No, no, don't have the witness read to us from there.

MR. SCHER: All right.

BY MR. SCHER:

Q I'd like to read to you a statement that you gave to the Board agent and ask you if that is your best recollection as to what was said and what was not said.

"Sciacca introduced himself to the employer and said that he wanted recognition and that he represented a majority of the workers that wanted the union. Sciacca did not describe by job title or type of work or by name, the group of workers sought to be represented."

A That's right.

Q Excuse me?

A That's right, I did make that statement. But when I was asked by the Board --

MR. SCHER: No further questions.

A Okay.

JUDGE HERMAN: Is that it?

MR. SCHER: Yes.

MR. WEINRICH: Oh, that was the extent of the cross examination?

MR. SCHER: Yes.

REDIRECT EXAMINATION

BY MR. WEINRICH:

Q Mrs. Rhatigan, you testified on cross examination in response to a question by Mr. Scher that you didn't recall whether Mr. Sciacca had, in substance, asked for recognition of a group of production or production and maintenance workers.

MR. SCHER: Objection.

JUDGE HERMAN: So far all I heard was a statement describing what she testified to.

Is that right?

MR. WEINRICH: That's all I made so far, your Honor.

MR. SCHER: Well, it's inaccurate in some respects, and that's what I'm objecting to.

THE WITNESS: Well, your Honor --

JUDGE HERMAN: Will you repeat what General

Q That you don't recall or was it made?

A I don't recall, but can I make an explanation, your Honor?

MR. SCHER: Objection.

JUDGE HERMAN: Well, now, I think we're getting confused here.

In her direct examination she said that he said he represented a majority of the workers.

On cross examination she said she did not remember if he mentioned production workers or P and M workers.

And then all she did was confirm what she had said in her affidavit.

MR. WEINRICH: That's right.

And now I'd like her to explain to us whether the statement that she made in her affidavit -- well, the differences in the various statements, whether she doesn't recall that Mr. Sciacca referred to a specific group of employees --

JUDGE HERMAN: Well, are you asking her to contradict the statement she gave on direct examination in which all he said was that he represents a majority of the workers?

MR. WEINRICH: No, no, no, I'm not, your Honor.

I'm asking her to explain the difference between not being able to recall if he mentioned production and maintenance workers in response to Mr. Scher's question and the difference between her affidavit where she says that she did not -- that he did not describe by job title what type of work.

JUDGE HERMAN: Well, but so far you got three statements.

You've got the one on direct examination.

MR. WEINRICH: Right.

JUDGE HERMAN: In which she said he said he represents a majority of the workers.

Then you got the initial statement on cross examination that she didn't remember his using the word "production" or "production and maintenance workers."

Followed, finally, by her admission that she said in her affidavit that he did not describe the group of workers.

MR. WEINRICH: I think that under all of the circumstances, I will withdraw the question, your Honor.

JUDGE HERMAN: Very good.

Do you have anything further?

MR. WEINRICH: I have nothing further.

JUDGE HERMAN: Mr. Kushner?

MR. KUSHNER: No, no redirect.

JUDGE HERMAN: And you don't have anything, Mr. Scher?

MR. SCHER: No.

JUDGE HERMAN: You are excused.

Thank you very much.

THE WITNESS: You're welcome, your Honor.

(Witness excused.)

MR. WEINRICH: Your Honor, General Counsel calls as its next witness, Margaret Passannante.

Whereupon,

MARGARET PASSANNANTE,

was called as a witness and having been first duly sworn by the Administrative Law Judge was examined and testified as follows:

DIRECT EXAMINATION

BY MR. WEINRICH:

Q What is your full name?

A Margaret Passannante.

Q Where do you reside, Mrs. Passannante?

A I live at 61 Edgewood Avenue, Oakdale, New York.

Q Mrs. Passannante -- am I pronouncing it correctly?

A Right.

Q -- have you ever worked for the Respondent in this proceeding, Solvoro Knitting Mills, Inc?

A I did.

Q And when did you begin working f6r Solboro?

A September 16, 1974.

Q Are you now working for Solboro?

A No, I'm not.

Q And when was your last day of work?

A October 3, 1974.

Q And under what circumstances did you stop working?

A Under what circumstances? What shall I say?

October 4th I was unable to go into work because I had to go to a court case. So October 3rd I asked Miss Murray, as we remember her, and says to her that I was unable to come into work the 4th because I have to go to court.

She says all right, she says, "I'll see you Monday."

And that was October 6th. And as I'm working out, I says to her, "I can't work no more till 4:30, I get too tired, I want to come home at 3:30."

So she says, "All right, we'll do that Monday."

Friday afternoon I get a call from her and she asked me how I made out in court.

I says, "Well, we just had the hearing. I don't know how it turned out."

She said, "Well, I'm calling you because there's no work for you Monday."

I was shocked.

I says, "No work?"

I says, "I thought you told me to come in Monday."

She says, " No, there's no work for you Monday," she says.

"Call me Monday night and I'll tell you about it Tuesday."

Q And the conversation you just described took place when?

A Friday, October 4th, about 1:30, 2:00 o'clock. I really don't recall the hour.

Q I see.

JUDGE HERMAN: Wait a minute now.

I'm getting a little bit confused about these dates.

THE WITNESS: October 3rd was the last day I worked for them.

JUDGE HERMAN: And your court case was finished early in the afternoon on the 4th and then later that afternoon Mrs. Harkavy called you?

THE WITNESS: Yes, she called me.

JUDGE HERMAN: All right.

THE WITNESS: To ask me how I made out.

JUDGE HERMAN: All right.

BY MR. WEINRICH:

Q Well, what type of work did you do at Solboro, Mrs. Passannante?

A Well, I'm a Singer operator.

She put me on pockets, sewing pockets, stitching sweaters, the neckline and the hem on the bottom.

Q Well, what type of garments did they manufacture?

A Sweaters.

Q How many Singer sewing machines did they have at Solboro?

A I -- I can't really say.

I believe we were two.

I can't really say, though.

Q Do you know how many other employees did the same type of work on the Singer sewing machine as you did, the putting on of pockets and stitching while you were employed there?

A While I'm employed there, I did most of it, but I believe Carmela helped me out one time, one day.

I'm not sure of that, though. I believe Carmela helped me one day.

Q Besides from the one day that you believe Carmela helped you, did anybody else do the type of work that you did?

A I didn't see anybody else do my work. I don't think so.

Q Now, at what rate of pay were you hired at?

A $2 an hour.

Q And did you receive any raises during the course of your employment?

A Well, the very following week I got a .25 raise in my pay check.

Q And is that what you were earning as of October the 4th, $2.25 per hour?

A Right.

Q I see.
By whom were you hired?

A Well, I won't call her Mrs. Harkavy, I called her Miss Murray. That's the way we were asked to call her.
Right?

Q Is that the way you referred to Mrs. Harkavy--

A Yes, Miss Murray.

Q -- in the shop?

A Yes, Miss Murray.

Q At the time that you were hired, did you have a conversation with Mrs. Harkavy?

A Yes.

She asked me a few questions.

I answered them.

So she asked me to start working Friday -- October 12th, this was, on a Thursday.

So she asked me if I'd come in Friday to try it out, the place. So I told her I can't, I have a court case to go to.

She says come back right after the court case.

I [illegible] "No."

Q I think you just mentioned the date of October the 12th.

A I'm sorry, September 12th I went in for a job. She asked me a few questions. She told me to come in Friday, September 13th, to try out the place.

I says, "No, I can't."

I says, "I have a court case to take care of."

She says, "After the court, come in and try it out."

I told her I don't know what time I'll be through. I'll start Monday.

I started Monday, the 16th of September.

Q Do you recall if you had any conversation with her concerning your working hours at that time?

A Yes.

I mentioned I didn't want to work too steady if it's possible, I want to work till 3:30.

She says, "No, the hours are 8:00 o'clock to 4:30."

She says, "When we're slow, you can work to 3:30. But as long as we're busy, you'll work until 4:30."

Q Now, during the course of your employment with Solboro, were you ever permitted to leave at 3:30?

A I don't recall. I believe just once I got home at 3:30.

I only worked three weeks for them.

I believe only once I got home at 3:30. I've been working until 4:30 every evening.

Q And during those three weeks of employment, on any subsequent occasion did you request to leave at 3L30?

A Well, I mentioned it to her a few times.

I says, "I can't take the eight-hour day."

Q What was her response to you?

A "As soon as we're a little slow," she says, "you can go home at 3:30. Otherwise you'll work till 4:30 while we're busy."

Q Do you recall the one occasion when you were permitted to leave at 3:30?

A I can't recall.

Q Do you recall how long it was before your layoff, a week, two weeks?

A I can't remember.

Q Unitl what time did you work on Ocotober 3rd, if you recall?

A 4:30.

Q During the course of your employment, did you have occasion to discuss your working conditions or union organization with your fellow employees?

A I don't really recall.

Just one afternoon at lunchtime, I believe we talked, a few girls, were talking about the union.

I must have answered, I says, "It's a good idea because you get a lot of nice benefits, you get a pension, hospitalization."

I says, "I think it's a good idea to belong to the union."

Q Well, do you recall when this conversation at lunchtime took place?

A It must have been either the last week of September or the beginning of October.

Q And where did the conversation take place?

Q At the luncheon table.

Q Where was the lunch table located?

A While we were having lunch.

Q Where was the lunch table located?

A It was --

Q Well, was it in the plant?

A Yes, in the plant. Most of the girls sat together by the tables and we ate lunch together, except --

Q Was it in a separate room or on the working floor?

A No; it's all on the working floor. But not all of us. There were a few who didn't sit with us.

Q Now, if you recall, can you tell us who was present during that conversation?

A Who was present at that table?

MR. SCHER: Your Honor, I'm going to object to the fact that we don't have enough specificity.

The General Counsel has gone into this questioning saying, were there times, were there occasions, did they take place during the lunch hour at the tables, and now he is asking specifically with reference to who was present meaning, I take it, that he has in mind a particular occasion.

I think for it to be of any value to us, he'd have to pin that down.

JUDGE HERMAN: Well, are you able -- do you recall any specific occasion on which you were talking with other employees about the union?

THE WITNESS: Only one afternoon we talked about it, your Honor, and that must have been -- gee, I couldn't say.

It was the 1st of October, the end of September, the 2nd of October.

I really don't know exactly what date it was. It was just one day we talked about the union.

JUDGE HERMAN: And it was around that time?

THE WITNESS: It might have been around that time, about the 2nd of October probably.

JUDGE HERMAN: Who was present?

THE WITNESS: I couldn't really recall the exact date. I'd be lying if I said the exact date.

JUDGE HERMAN: Who was present?

THE WITNESS: Well, we had two Millies, one floor girl -- there was two Millies, a girl named Julie, Donna, Mary, Grace, Joyce and myself. I believe that's all.

JUDGE HERMAN: Go on, Mr. Weinrich.

BY MR. WEINRICH:

Q Did you --

A I remember another one.

Q Who was that?

A Carmela and Ana.

Oh, yes, I forgot, Ana was there, too, Ana and Carmela.

Q Did all of the employees participate in the discussion, as you recall it?

A Well, we all must have said a word or two.

Q And this --

MR. SCHER: Objection.

I move that that be stricken as not being responsive, your Honor, and speculative.

JUDGE HERMAN. Overruled.

I deny the motion.

BY MR. WEINRICH:

Q Besides from what you've already testified to as to what you said during that discussion, did you say anything else?

A No.

Q How long did this discussion last?

A Well, our lunchtime was only a half hour. So within that time we spoke.

In fact, I don't even remember if Mary White was there at the time or she walked in a little later.

She had to go out, I believe, that day.

Q And --

A And I don't recall if she was there at that hour.

Q And during the time that that discussion took place, did you observe Mr. or Mrs. Harkavy in the shop at all?

A No.

They never stayed near us when we were having lunch.

Q Well, where did they eat their lunch, if you know?

A Well, I don't look. I imagined they stayed in their office. I didn't ever look.

Q Speaking about Mrs. Harkavy for a moment --

A Miss Murray?

Q Yes.

A Okay.

Q -- how much of the day did she spend on the working floor that you know of?

A All day she's with us at work.

Q And what about --

A Except if she goes in for breakfast or lunch.

Q And what about Mr. Harkavy, does he spend any time on the working floor?

A No, no, unless something is wrong with one of the machines.

Q And who gave you your work?

A Who gave me --

Q Where would you get your work from?

A Well, at times I would pick up my own work, and at times Donna would give it to me, or Millie, the forelady, would give me work.

Q And who gave you instructions on how to perform your work?

A Miss Murray.

Q Did you ever see Miss Murray or Mrs. Harkavy operating the Singer machine, do your work on the Singer machine?

A She taught me what to do on my machine.

But while I was working, she didn't use it. I did most of that.

Q Now, besides from the one discussion that you testified to at lunchtime sometime in late September or October, did you have any other discussions about the union during working hours that you recall?

A Well, I did ask Grace one -- I think it was that Thursday, the 3rd of October.

I says, "Does anybody know that I belong to the union?"

I says -- I didn't want her to tell anybody. So she says, "I mentioned it to Josephine."

Q Well, who told you this?

A Grace.

That was while we were working, I asked her.

Q Had you been a member of Local 107 prior to working -- or, a member of the ILGWU prior to working at Solboro?

A I did, and I still am a member.

Q Well, while you were employed at Solboro, did there come a time when you were contacted by any representative of Local 107?

A I was.

Q By whom?

A By Gaspar Sciacca.

He called me on the phone one day and told me would you want to sign a recognition card?

I says, "Not unless I talk to Clara. I don't know what it's all about."

I says, "I'll talk to Clara first and see what it's all about."

He says, "All right. Clara will get in touch with you."

And --

Q Do you recall when this conversation with Mr. Sciacca took place?

A It must have been about the second week of my employ.

Q Did there come a time when Clara Rhatigan did get in touch with you?

A She came over to my home October 3rd. I believe she was waiting for me when I came home from work at 4:30, 5:00 o'clock.

She was waiting for me at my home. My daughter and son-in-law let her in.

My husband was home, too.

Q And if you recall, will you tell us what, if anything, Clara Rhatigan said to you and you to her on that occasion?

A She says, "I brought you the card for the recognition. Would you want to sign it?"

So she gave it to me to read it. I filled it out. I signed it, and then I handed it back to her.

Q I show you General Counsel's Exhibit No. 12 in evidence and ask you if your signature appears on that card?

(Handing.)

A It's all my writing.

Yes, it does.

Q And is that your signature on the bottom line where it says signature?

A Yes, definitely, right.

Q And on what date did you signe that card?

A 10/3/74.

Q Did you date the card yourself?

A Oh, yes.

It's all my writing there.

Q And did you date it on the day you signed it?

A Right.

Q Now, on October the 3rd of 1974, you testified to a conversation with Mrs. Harkavy or a Miss Murray about your court appearance.

At what time of day did that conversation take place?

A After I punched my clock at 4:30 in the afternoon as I'm walking out.

Q Well, was that the first time that day that you had told her?

A No.

I had told her the morning that I wasn't going to come in tomorrow because I have to go to court.

Q Well, what time in the morning?

A 10:00, 11:00 o'clock. I don't remember for sure

Q Was it before lunch?

A Probably.

Q Or, do you remember?

A Yes, I believe so.

If I remember correctly, I believe it was in the morning.

Q And what did she say?

A She says, "I know," because I had mentioned it once before.

She says, "I know you have to go to court."

Q And you spoke with -- you testified that you-- well, did you speak with her again before you left?

A Yes, after I punched my clock at 4:30, I'm walking out and I told her, I says, "I won't see you tomorrow."

I says, "I'm going to court. I'll be here Monday."

She says, "Definitely Monday."

I said, "No 4:30 anymore. I'm too tired."

She said, "All right, we'll see Monday for 3:30."

Q At that time, did she say anything to you about work not being available for you?

A No, definitely not.

"Definitely Monday morning I'll see you. Now, don't forget, I'll see you Monday morning."

Q Now, on October 3rd, the last day you worked, what type of work were you doing that day?

A I was sewing pockets and then I had some edging.

I finished the pockets, and I think I was working on stitching the edges on the bottom and on the top of the collar.

Q Well, when you worked, did you do all the pockets first and then do all of the edging or did you do complete -- or did you complete everything to be done on one sweater?

A Well, there are different types of sweaters. Some have just the edging to be stitched, and some have the edging to be stitched and pockets put on.

Q Well, what type of sweater were you working on in your last day of work, if you remember?

A The ones with the band.

How can I explain to you?

The bands, stitching the bottom here,

(Indicating.)

stitch around here.

(Indicating.)

How am I going to explain it to you? It's a sweater.

JUDGE HERMAN: Maybe you better try another approach.

A It's a sweater.

MR. WEINRICH: I'll try, your Honor.

A Maybe she can explain it better to you.